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Canadian Government Annuities

Another 6,000 Canadians came under Government Annuities Act during fiscal year just ended. Sales of new annuities still dropping but increase in interest rate expected to change this

During the fiscal year that ended March 31, an additional 6,157 Canadians came under the security provisions of the Government Annuities Act, which is administered by the Annuities Branch of the Department of Labour. The Branch has just completed its annual report.

The new business for the year amounted to 3,474 deferred annuities, 213 immediate annuities, and 7 group contracts covering 76 employees. The number of new employees entering old groups was 2,394, largely replacing employees who had retired, died, or left their employer's service.

Most of the new deferred annuities were registered for tax exemption on premiums under Section 79B of the Income Tax Act.

Sales of new annuities continued their downward trend during the year. In expectation of an increase of new business, the rate of interest for immediate annuities and group annuities was increased, effective April 1 this year (L.G., June, p. 461). The new premiums will be comparable to those of other underwriters.

At the end of the year there were 207,865 persons insured under 1,365 pension plans, of whom 155,586 were employees at work and 52,279 held paid-up deferred pensions by reason of termination of service before retirement age. There were 90,473 individual deferred annuity contracts in force.

Approximately 72,000 persons are receiving annuities under 90,607 contracts and certificates. During the year, 3,491 employees retired on pension and 2,398 individual contracts matured for payment of annuity.

About 22,250 annual statements were prepared for tax purposes for Registered Retirement Savings Plans.

Premium income decreased by $8.1 million from the previous year and cash disbursements exceeded the premium income by $27.6 million. Interest of $48.3 million produced an increase of $19.8 million in the account during the year, however.

The Government Annuities Account produced a surplus of $878,000 for the year. Over the past ten years there have been six surpluses and four deficits, the result of mortality fluctuations from year to year, for a net surplus of $1,194,000.

The average age of persons drawing annuities was 70.5 for men and 70.3 for women. The average age at death for the 4,067 deaths reported was 75.4 for men and 80.3 for women.

The guiding principle of Canadian Government Annuities was stated in the preamble of the original Government Annuities Act of 1908: "whereas it is in the public interest that habits of thrift be promoted and that the people of Canada be encouraged and aided thereto so that provision may be made for old age; and whereas it is expedient that further facilities be afforded for the attainment of the said objects. . . "

The sale of annuities began on September 1, 1908. The price of an annuity was moderate, premium payments were flexible, and the cost of administration was borne by the Government. Generally, a purchaser made his payments at the post office, where they were entered in his passbook; but he could remit them direct to Ottawa. These basic conditions have remained unchanged.

The maximum annuity was originally set at $600. Five years later the limit was raised to $1,000. In 1920 the Government, in order to attract revenue, departed somewhat from the original purpose of the Act and increased the maximum annuity to $5,000. The limit was reduced to $1,200 in 1931 and has remained at that amount since. Bills to amend the Act in this, and other, aspects were introduced in Parliament in 1948 and 1951 but were not passed.

The original premium basis remained in effect until 1936, when it became evident that annuitants were living longer than anticipated by the premium scale. Premiums were temporarily increased by 15 per cent, and a mortality study was made. From the study came a new mortality basis, adopted in 1938, providing for greater longevity of annuitants. The mortality basis was changed again in 1948, in 1952 and in 1957. The basis adopted in 1957 has a built-in allowance for future increases in longevity.

The Government Annuities Act was administered at the outset by the Minister of Trade and Commerce, was transferred to the Post Office Department in 1912 and to the Department of Labour in 1922. The Annuities Branch has 46 sales offices across Canada.

From the Labour Gazette, July 1914

50 Years Ago This Month

"Probably most disastrous industrial accident in history of Canada" causes death of 189 Alberta coal miners. Women's club conducts inquiry into working conditions in Winnipeg stores

A coal mining accident was described in the July 1914 issue of the LABOUR GAZETTE as "probably the most disastrous industrial accident in the history of Canada." It resulted in the loss of 189 lives.

This journal's report said that the accident, which occurred at Hillcrest, Alta., on June 19 of that year, appeared to have been the result of an explosion, the cause of which was not then known.

At the time the accident occurred, 237 miners were underground. "A large proportion of the victims were of foreign birth, and the Department of Labour received requests from the consuls of the different countries requesting information as to the persons concerned," the report said.

The Minister of Labour sent the western fair wages officer of the Department to the scene of the accident to make a report. His report included a copy of a public appeal issued through the press by the MLA for Rocky Mountain, asking for contributions for the relief of the families of the victims, nearly all of whom were stated to have been heads of families. The appeal said that monetary contributions could be sent to the Union Bank in Bellevue, Alta., to be placed to the credit of a locally organized relief committee. Contributions of food or clothing were to be addressed to the same committee, and would be forwarded free of charge if handed to any Canadian Pacific Railway agent.

The Department's official obtained a list of the names of those who had perished. "These were telegraphed to the Department at Ottawa, and information taken therefrom as to the different nationalities of the victims was forwarded to the different Consuls-General, also to the High Commissioner's office in London, England, as to those of British origin, and to the Canadian Commissioner in Paris as to those of French birth," the GAZETTE reported.

"The list furnished showed many British victims, and many who had belonged to Austria-Hungary, a smaller number from Italy, and a few from France and Belgium. A good many of the English-speaking miners who lost their lives came from Nova Scotia."

Shortly after the accident, the Alberta Government appointed a judge of the province as a Royal Commissioner to begin an immediate inquiry into the cause of the disaster.

Working Conditions in Winnipeg Stores

The same issue of the LABOUR GAZETTE published a report of an inquiry into the conditions of work of women and girls employed in four department stores in Winnipeg. The four stores together employed from 2,432 to 3,200 women and girls, depending on the season. The inquiry was conducted by a committee of the Women's University Club of Winnipeg.

The committee found that, as to the construction of the buildings, conditions were fairly satisfactory. "The chief defect lay in the inadequate depth of the vestibules, endangering the health of the employees who work near the entrances in the winter. . . .

"In all the stores, seats are provided for the employees, in accordance with the law, but it is observed that sitting during business hours is not a prevailing custom in these stores, and the opinion is expressed that the customer as well as the employer needs education on this point."

Only one of the stores provided a rest room for its saleswomen, the report said. "The need of the floor cashiers for periodic relief is suggested, as they are compelled to send a messenger to the office for a substitute."

Only the largest store carried on any organized welfare work, and this store maintained three nurses.

Working hours in three of the stores were from 8.20 a.m. to 6 p.m., and in the fourth from 8.20 a.m. to 5.30 p.m.

No children under 14 years of age were employed, and all the stores required girl employees between 14 and 18 years of age to live at home or with friends who would be responsible for them.

The starting wage for young girls was $5 a week, and wages of juniors ranged from $5 to $8 a week. The only women 18 years of age or older earning less than $9 were waitresses, who received $7 and two meals a day, and millinery apprentices. For most saleswomen the highest wage was stated to be probably $20 a week, and the average between $15 and $18.

90162—1½

Thomas B. Ward New Unemployment Insurance Commissioner

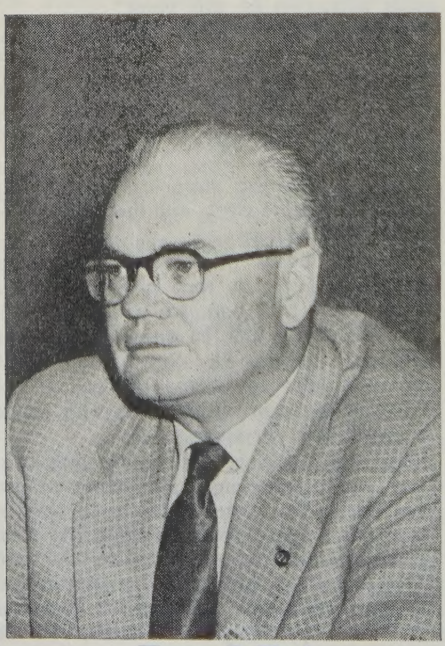
Thomas B. Ward, Director of the Department of Provincial Federations and Local Labour Councils for the Canadian Labour Congress, last month was appointed a Commissioner of the Unemployment Insurance Commission. He succeeds A. F. MacArthur (L. G. 1959, p. 573).

The announcement by the Minister of Labour follows consultation with organizations representative of workers, in keeping with the Unemployment Insurance Act.

A former school teacher in Saskatchewan, Mr. Ward moved during the Second World War to Flin Flon, Man., where he was employed with the Hudson's Bay Mining and Smelting Company. In 1944, in association with other employees, he formed the Flin Flon Base Metal Workers' Federal Union and served as its first President.

He was also instrumental in organizing the Flin Flon and District Labour Council and was the first President. He was a member of the Manitoba Provincial Executive of the Trades and Labour Congress of Canada until 1954, when he moved to Ottawa as TLC Director of Political Education.

In 1955 he was elected Secretary of the Union Label Trades Department of the TLC and has been re-elected every year since.



Thomas B. Ward

He has held his present position since the founding of the CLC in 1956.

Mr. Ward has been a member of the National Employment Committee since 1955.

His appointment as Commissioner of the UIC for a five-year term was effective June 22.

Employment Questions Will Dominate Future Industrial Relations—Minister

Employment questions will dominate Canadian industrial relations in the future, the Minister of Labour predicted in an address at a conference at Queen's University, Kingston, Ont.

"Full employment, unemployment, seasonal unemployment, dislocations in employment, hardship and welfare needs caused by unemployment are all questions that overshadow others in the affairs of government, industry and labour even in times when, as today, there is a relatively high rate of employment," he said.

"The prosperity of business, the welfare of labour and the successful functioning and fate of governments depend upon the provision of jobs for persons newly entering the labour force and for those who are displaced from employment by automation and technological change."

The "all-pervading" nature of these problems place their solution beyond the scope of present collective bargaining methods, or of labour and management co-operation at the plant level, said the Minister.

"These social and economic problems will increasingly give rise to a smaller amount of attention at the plant level in favour of broad social pressures on governments for improvements in living and working conditions in order to *create* jobs and job opportunities."

The role of labour and management will lie in co-operating with each other and with governments for the solution of social and economic problems generally, said Mr. MacEachen.

Unemployment fell to less than 2 per cent in Britain during 1963. Industrial production rose 8 per cent in the same period. The official Economic Report says that at year's end, in terms of real income, production and employment, the economy was showing the beneficial effects of the strong expansion of demand that had taken place since the end of 1962.

Secretary of Labor Says U.S. Piling Up "Human Scrap Heap"

At a Los Angeles seminar on automation and technological change last month, U.S. Secretary of Labor W. Willard Wirtz observed that "we are piling up a human scrap heap of between 250,000 and 500,000 people a year, many of whom never appear in the unemployment statistics."

The seminar was jointly sponsored by the President's Advisory Committee on Labour-Management Policy and the Institute of Industrial Relations of the University of California.

Cannot Find Work

Mr. Wirtz explained the "human scrap heap" was composed of persons who, as a consequence of technological development, of their own educational failures, of environments of poverty, and of other causes that disqualify them for employment in a skilled economy, cannot and will not find work without special help.

He said these people are often not counted among the unemployed because they have given up looking for work and thus count themselves out of the labour market. The rate of non-participation in the labour force by men in their prime years rose from 4.7 per cent in 1953 to 5.2 per cent in 1963.

U.S. Department of Labor Reports On First National Training Survey

The first national survey of training of United States workers has found that only about half of all workers had received formal job training.

A report by the U.S. Department of Labor, as required under the Manpower Development and Training Act 1962, shows that, of the 61,00,000 workers aged 22 to 64 years:

—28,000,000, or 46 per cent, have had no formal job training;

—24,000,000, or 40 per cent, have had some formal job training (a specific course of six weeks or more); and

—9,000,000, or some 14 per cent, have been to college for three years or more.

Other Findings

Among others of the report's many findings were these: Industry is a "comparatively minor source of formal training," women received most of their formal training in high schools, and although educational levels of the work force are rising, more than 3,000,000 workers still have less than five years schooling and about 30 per cent of all young people still drop out of school before completing high school.

Membership of U.S. Unions Begins To Climb after 5-Year Decline

Union membership of unions with headquarters in the United States rose slightly in 1962 after being in decline since 1957, a U.S. Labor Department study shows.

Total union membership in 1962 was 16,586,000, a gain of 283,000 over the 1961 total, according to the Department's latest biennial report. In 1956 membership reached a peak of 17,490,000.

Union membership as a proportion of the total labour force climbed from 22 per cent in 1961 to 22.2 per cent in 1962.

One of the principal factors in the increase in membership was a gain in the number of union members in government service, encouraged by the 1962 Executive Order giving official recognition to federal workers' right to organize.

The unions lost 541,000 members in manufacturing and 86,000 in private non-manufacturing sectors between 1960 and 1962. In government, however, membership rose by 150,000.

U.S. Equal Pay Law Takes Effect For More Than 7 Million Women

The United States Equal Pay Act of 1963 took effect on June 11, one year after it became law. The new law amends the Fair Labor Standards Act and forbids employers from discriminating in wages solely on the basis of sex. More than 7,000,000 women come under its jurisdiction.

Major Provisions

The major provisions of the law are:

—Employers are required to pay equal wages within their establishments to men and women doing equal work on jobs requiring equal skill, effort and responsibility.

—Employers may not reduce the wage rate of any employee (notably male employees) to eliminate a prohibited wage differential based on sex.

—A union representing employees may not cause or attempt to cause an employer to discriminate against an employee in violation of the equal pay provision.

The law exempts wages paid under a seniority system, a merit system, or pay based on quantity or quality of production, or any factor other than sex.

Report on First Year of Kaiser Long-Range Sharing Plan

The Kaiser Steel Company and the United Steelworkers of America have issued a joint report on the first year's operation of their Long-Range Sharing Plan. (L.G., Feb., p. 101).

The plan went into effect on March 1, 1963 and the report covers the period ended February 29, 1964.

The highlights of the report were:

—The total dollar gains—or savings—under the plan in the period covered were an estimated $10.5 million.

—The employees' share of the gains or savings was $3.8 million.

—The employees' share amounted to 41 cents an hour, an estimated 16 per cent of standard hourly rates, which added up to an average of $850 per employee affected.

—Sharing Plan earnings of employees in the lowest of the five job groups under the plan averaged 27 cents an hour (10.6 per cent of standard hourly rates) or approximately $550 for the year. Employees in the highest job group averaged more than 91 cents an hour (more than 35 per cent of standard rates) or about $2,000.

In addition to the employee payments, a fund is being accumulated at a uniformly increasing rate in a reserve each month to cover the cost of the 1963 steel agreement improvements such as insurance and extended vacations, and the cost of future improvements in wages and benefits negotiated with the steel industry last year.

Manufacturers' Profits Average 5.4 Cents on Sales Dollar in 1963

Corporate profits in Canada in 1963 averaged 5.4 cents on each dollar of sales, it was found in the 16th annual survey of Canadian Manufacturers' Association member companies.

The 946 companies included in the survey employed more than half a million Canadians and had sales last year totalling $11,815,798,000.

At 5.4 cents, the 1963 average profit on the sales dollar was up three-tenths of a cent from the 1962 figure of 5.1. This was the third consecutive gain from the 1960 low point of 4.4.

The 5.4 cents figure corresponded exactly with the average for the 16-year period over which the survey had been conducted.

The survey also showed that one company in every nine made no profit at all in 1963.

In Parliament Last Month

(page numbers refer to Hansard)

The Government's intention of repeating both the Municipal Winter Works Incentive Program and the winter house-building incentive program in 1964-65 was announced by the Minister of Labour on June 23 (p. 4595). He said that the latter program, which had been "introduced on an experimental basis last winter, was successful beyond all expectations." He intimated that the Government was making the announcement at that time "so as to allow municipalities and the construction industry adequate time to engage in advance planning."

On June 22, the Minister of Labour tabled the English and French texts of a Convention and two Recommendations adopted at the International Labour Conference in Geneva in June 1963 (p. 4536). The Convention and one of the Recommendations related to the sale, hire and use of inadequately guarded machinery, and the other Recommendation dealt with the termination of workers' employment at the initiative of the employer. In accordance with past practice, the Minister said, the instruments would be officially brought to the attention of the provinces.

On June 18, the Prime Minister proposed a motion for the amendment of the British North America Act, to be laid before the Parliament of the United Kingdom, to empower the Parliament of Canada to make laws relating to old age pensions, and survivors' and disability benefits (p. 4435). On June 19, after upholding in a division a ruling by the Speaker that a proposed amendment was out of order, the House agreed to the motion (p. 4521).

During the month, Bill C-102 to amend the National Housing Act to provide further assistance to municipalities carrying out urban renewal programs and public housing projects, and to authorize the Central Mortgage and Housing Corporation to make and insure loans by approved lenders to owners of existing houses in areas included in urban renewal programs, was given first (p. 3826), second (p. 4076) and third reading (p. 4097). The bill received Royal Assent on June 18 (p. 4481).

On June 19, the Minister of Justice tabled the first volume of the report of the Royal Commission on Health Services (p. 4505).

Third Meeting, National Advisory Council on the Rehabilitation of Disabled Persons

Voices belief that unemployed handicapped persons entitled to same training allowances as able-bodied unemployed, urges steps to increase NES capability for placement of disabled

At the third meeting of the National Advisory Council on the Rehabilitation of Disabled Persons, held in Ottawa on May 25 and 26, Council members expressed the belief that unemployed handicapped persons should be entitled to the same scale of training maintenance allowances as the able-bodied unemployed.

The Council recommended that:

—The federal Government should undertake a study to determine staff requirements and policy changes to increase National Employment Service capability for placement services for handicapped persons, and that similar studies should be undertaken at the provincial level.

—Assistance coverage for the disabled under the Vocational Rehabilitation of Disabled Persons Act should be expanded to include the socially handicapped.

—The federal Government should contribute to capital and operating costs of sheltered workshops, under the Vocational Rehabilitation of Disabled Persons Agreement.

—Academic training of adult handicapped that could lead to further vocational training should be assisted by the federal and provincial Governments in a joint cost-sharing program providing for tuition and maintenance, and transportation for individuals who must be brought to a centre where training can be provided.

—More uniformity in rehabilitation should be achieved among the provinces and in the different programs.

Chairman's Remarks

"The Government's part in social welfare and cultural activity does not detract from the scope, meaning and effectiveness of professional work in private agencies, nor does it eliminate the need for experiment and service by voluntary groups," said Brig. James L. Melville, Council Chairman, in opening the meeting.

Referring to the slowly but steadily rising number of Canadians who had been rehabilitated in recent years, Brig. Melville went on to say that the primary concern in this field today was to ensure that the services of vocational rehabilitation were made available to all of the many people who could benefit from them.

Dr. George V. Haythorne, Deputy Minister of Labour, in his remarks welcoming the members, said he had been pleased to note that in the past year there had been further expansion of the federal-provincial vocational rehabilitation program, and that we now had knowledge of a large body of Canadians who, in spite of serious handicap, had been re-established as useful members of society.

To achieve its full significance, the program for which Council was responsible had to be regarded as an important part of the fight against unemployment and dependency, he said.

Report of National Co-ordinator

Ian Campbell, National Co-ordinator, Civilian Rehabilitation, said the deliberations of the Council were assuming greater importance than ever before. In the past year, as the economy had expanded and as employment opportunities increased, there had been much evidence that all concerned with the health, welfare and employment of our people were becoming deeply concerned that positive action be taken in a vigorous effort to reduce the incidence of dependency throughout Canada.

"As we endeavour to translate concern into action," Mr. Campbell continued, "we must determine ways in which the principles of vocational rehabilitation can be used in Canada to the best purpose."

The provision of counselling, medical, social and vocational assessment, followed where indicated by services of restoration, training and placement, were essential ingredients of any program to re-establish those who had difficulty in assuming their proper place within the labour market.

These services were already incorporated by legislative authority within the Vocational Rehabilitation of Disabled Persons Act, but to avoid duplication of effort and competition for scarce resources and training staff, consideration could be given to broadening the application of the Act so that, in co-operation with other government and voluntary agencies, a vigorous

campaign could be developed to promote self-reliance and independence.

Mr. Campbell went on to say that it had been encouraging to note that since the passing of the Vocational Rehabilitation Act in 1961, there had been a steady increase in the number of individuals who had benefited from rehabilitation services and had been enabled to look after their own needs.

Unfortunately, he added, the growth had not been even across the country and the number served was still but a small fraction of those who needed rehabilitation services.

Placement of Disabled Persons

In his report on the placement of disabled persons, C.A.L. Murchison, Commissioner, Unemployment Insurance Commission, emphasized the importance of selective placement.

He drew attention to the fact that selective placement did not end with the actual placement of a handicapped person; a follow-up had to be made to see that the individual had secured a proper adjustment in his position. At the outset, Mr. Murchison had stated his preference for the term "handicapped" over "disabled," as the latter connoted a finality.

He reported that the National Employment Service had increased its staff of Special Services Officers, who were active in selective placement, but that it had not yet been possible to fill many openings.

During the fiscal year 1963-64, Special Services Officers of the NES had selectively placed a total of 18,457 handicapped persons in the 10 provinces. All of these were individuals who required a certain degree of presentation to employers. These officers had conducted some 119,000 counselling interviews during the period.

Medical Rehabilitation

A report from the Medical Rehabilitation Division, Department of National Health and Welfare, prepared by Dr. K. H. Running of the Division, was presented to the Council.

Expenditures under Medical Rehabilitation and Crippled Children Grant funds for 1963-64 increased by some $200,000, or about 8 per cent. The report underlined the importance of having adequate rehabilitation staff, and reported important progress here.

A new school of physiotherapy was formed last fall at Dalhousie University, sponsored jointly by Nova Scotia, New Brunswick, Prince Edward Island and Newfoundland. A school of occupational therapy is also said to be in the planning stage to alleviate acute personnel shortages in the Maritime Provinces.

A new school of physiotherapy is being planned for the University of Saskatchewan and possibly one or two more are projected for other areas in Canada. Further, a new school is planned for Laval University.

The report also dealt with speech therapy, and described as well the work of three special centres and of special courses organized in 1963 following a report by the special committee on thalidomide deformities.

The Division's report pointed out that, since 1960, the number of approved projects has grown from 38, receiving some $750,000 annually, to about 100 projects in 1963, receiving assistance of some $2,000,000.

Motions Presented

Three motions on medical rehabilitation, prepared by Dr. Gustave Gingras, Executive Director, Rehabilitation Institute of Montreal, were presented to the Council. In essence, they proposed that:

—The Council should continue to press for duty-free entrance into Canada of certain essential rehabilitation appliances, equipment and self-help aids (L.G., June 1963, p. 480).

—The Council and certain other affected bodies should press for the establishment of registries of disabilities and disabled persons in all provinces of Canada.

—The Council should recommend that "the excellent service" now provided by the Department of Veterans Affairs in filling prosthetic needs of veterans, the extent of which would decline in the future, be transferred to some other responsible organization so that "it may be maintained and expanded for the benefit of all Canadians."

All three motions were passed by the Council.

Report of Provincial Co-ordinators

The Council was presented with a report by the Provincial Co-ordinators of Rehabilitation, arising from a meeting they held in Ottawa on May 21 and 22. They suggested certain changes in the federal-provincial Vocational Rehabilitation of Disabled Persons Agreement, and in Program 6—Training for the Disabled—of the Technical and Vocational Training Agreement.

Several recommendations by the Provincial Co-ordinators resulted in resolutions by the Advisory Council.

National Employment Service

One suggestion by the Provincial Co-ordinators dealt with Unemployment Insurance Commission regulations concerning candidates for vocational training under Program 6 who may be entitled to unemployment insurance benefits. The fact that a letter from the National Employment Service confirming claim status was required in each case often delayed an applicant's admittance to training for as long as three weeks.

In the ensuing discussions, it was the consensus that no change in the regulations was necessary, and that the problem probably arose from the regional NES offices' interpretation of the regulations. It was agreed that this matter could be resolved without a change in regulations.

A resolution concerning NES responsibilities under Schedule 4 of the Vocational Rehabilitation of Disabled Persons Act proposed that the federal Government undertake a study to determine staff requirements and policy changes to increase NES capability for placement of handicapped persons, and that similiar studies should be undertaken at the provincial level.

It was pointed out in discussion that this resolution did not constitute a criticism of the NES. Mr. Murchison informed the Council that the staff of Special Services Officers had been increased but that some offices still did not have such a staff.

The resolution was passed.

Training for the Socially Handicapped

Although the physically and mentally handicapped have been subject to much successful vocational rehabilitation, the Provincial Co-ordinators in their report said that welfare officials were suggesting the same process be applied to chronic welfare recipients or new welfare applicants—the socially handicapped. Extending the services of Program 6 to these individuals would accomplish this and would seemingly require no change in legislation, the Co-ordinators believed. The Advisory Council passed a resolution to this effect.

Sheltered Employment

Another resolution adopted by the Council recommended that the federal Government contribute to capital and operating costs of sheltered workshops under the Vocational Rehabilitation of Disabled Persons Agreement. It resulted from another suggestion by the Provincial Co-ordinators.

On sheltered employment, the Co-ordinators' report also undertook to define and describe sheltered employment in terms of work assessment and work training.

It proposed that costs of providing sheltered employment facilities and operating them be shared by the various jurisdictions. For example, capital costs should be shared equally by three jurisdictions: the federal and provincial Governments, and the voluntary agency or local public jurisdiction.

Further, it was suggested that all federal funds for sheltered workshops be channelled through the provincial rehabilitation authorities.

In the discussions on sheltered employment, Mr. Campbell stressed the importance of this phase of rehabilitation, especially where it constituted an important transitional period to regular employment.

Academic Training for Adult Handicapped

As a result of a suggestion in the Provincial Co-ordinators' report, the Council passed a resolution to the effect that the academic training of handicapped that could lead to further vocational training should be assisted by the federal and provincial Governments in a joint cost-sharing program. Such a program would provide for transportation costs and living allowances for individuals who must be brought to a centre where training can be provided; in cases where the individual is above school age, costs of tuition, maintenance and transportation should be shared.

The Provincial Co-ordinators had pointed out there were occasional cases where a handicapped person over 21 years of age required a full year of academic education before he could apply for admission to technological or university training. The existing provision for cost-sharing to cover university training should be interpreted to accommodate such cases, they believed.

Discussion of Act

In a discussion of what further might be accomplished under the Vocational Rehabilitation of Disabled Persons Act, Ian Campbell, National Co-ordinator of Civilian Rehabilitation, said it was necessary to do something more dynamic to tackle the question of unemployment and dependency.

Persons unemployed for prolonged periods should be looked after differently from letting them pass on to the welfare area, Mr. Campbell thought. He expressed the belief that the NES should become a dynamic job-seeking body, and in connection with welfare agencies, could make all efforts necessary to rehabilitate such cases.

The view was expressed in the Council that perhaps there should be two arms, one to determine who needs assistance, and the other to see that everybody who needs it is rehabilitated. The need for more integration of various services was also emphasized, and the belief was voiced that rehabilitation officers had to spend too much time, and pay too much attention to payments and related duties instead of using this time to rehabilitate applicants.

Additional opinions were that: there should be more co-operation and co-ordination within the provinces, and welfare agencies should stress rehabilitation instead of welfare assistance.

With regard to federal participation in rehabilitation costs, various Council members believed that the disparity in federal cost-sharing between Program 5—Training for the Unemployed—and Program 6, involving the disabled, should not exist, and that the handicapped in training should receive as much in allowances as the able-bodied unemployed in training.

Dr. George V. Haythorne, Deputy Minister of Labour, said that the difference in federal assistance in the two programs was not intended to favour one program over another; it was a case of determining what rate of federal assistance was actually required for any particular program. If the provincial Governments believed a larger share would provide the extra stimulus to accelerate this rehabilitation program, then changes might be considered, he implied.

Additional Reports

A "Report of the Medical Committee on Early Referral of Treatment Cases to Vocational Rehabilitation" was presented by its Chairman, Dr. O. Hoffman, Chief, Medical Rehabilitation Division, Department of National Health and Welfare.

The Medical Committee suggested that:

—There be adequate assessment and review of recipients of social assistance for rehabilitation potential, and that an appropriate rehabilitation report form be used by welfare departments for all applicants having a health problem.

—There be development of registries of crippled children and adults, employing standards common to all provinces, with periodic review of registries for the identification of rehabilitation candidates.

—Medical data on applicants for disability allowance be provided to rehabilitation and registry services for identification of possible candidates for rehabilitation.

—There be developed in general hospitals a rehabilitation committee composed of the appropriate medical and para-medical staff, including medical social service, and that the committee have primarily a case finding function, to assure that all patients, including out-patients, who can benefit from rehabilitation procedures are referred to the appropriate community resource.

—Vocational rehabilitation counsellors be assigned to regular visiting of hospitals.

—The National Employment Service be included in all planning relative to rehabilitation programs at community level, and . . . that the Special Services Officers (Placement) work directly with the rehabilitation programs.

Another report, on the training of disabled persons under Program 6, was given by W. J. Hurd, chief of adult trade and occupational training and retraining, Technical and Vocational Training Branch. It reported that:

—A total of 3,345 men and women took training last year, compared with about 1,200 in 1958 and fewer than 700 under similar programs in 1954.

—A total of 224 training-on-the-job contracts were arranged last year.

—The education of retarded children is gaining more attention through a few vocational training programs for them under Program 6.

—Many new schools that have been built incorporate facilities for handicapped persons.

In a report submitted by the Civilian Rehabilitation Branch, it was revealed that in the past fiscal year, a total of 2,134 individuals had been rehabilitated. Of this total, 2,038 had been able to return to regular employment.

The cost of maintaining these individuals and their 1,684 dependants had amounted to $1,363,065 a year. Now, after rehabilitation, their collective earnings are $4,245,004 a year.

93rd Annual General Meeting of The Canadian Manufacturers' Association

Chairman of Economic Council of Canada addresses conference on "Planning for Progress" and Director of the Department's Economics and Research Branch is principal speaker at another

The 93rd annual general meeting of the Canadian Manufacturers' Association, held in Montreal on May 24, 25 and 26, had as its theme, "Industry—Profile in Progress."

The sessions, which were attended by about 1,200 delegates, included an industrial relations conference at which discussion centred around the two general headings, "Progress Through Sound Industrial Relations" and "Management Development in the Age of Automation."

There was a plenary conference on "Planning for Progress" and an economic outlook conference on "Canada's Youth Explosion—Challenge to Industry." The chairman of the Economic Council of Canada spoke at the former, and the Director of the Economics and Research Branch of the Department of Labour was the principal speaker at the latter conference.

There was also a plenary conference on world affairs. Other conferences dealt with world trade and transportation. Only the industrial relations conference, the plenary conference on "Planning for Progress" and the economic outlook conference are reported here in detail.

The new president elected at the meeting for the 1964-65 term is Alison Archibald Cumming, President, Union Carbide Canada Limited, Toronto.

President's Address

Labour and management were lauded on the good state of industrial relations in Canada this year, by H. Roy Crabtree, retiring CMA president, in his address to the meeting.

"The industrial scene has not been marred by serious or prolonged strife anywhere in the country," he noted.

"Labour no less than management deserves to be congratulated on this evidence of maturity and wisdom," he said.

"At this stage of the Twentieth Century we should certainly have reached the point where management and labour can negotiate any differences with a minimum of discord and where organized labour can settle its internal and jurisdictional disputes in such a way that innocent parties do not suffer.

"We can all hope that the industrial peace and goodwill of the past year are a sign of the times and will remain in evidence during the balance of what is a big contract year for many industries."

Reviewing the past year, Mr. Crabtree said that 1963 was as good and prosperous and record-breaking a year as Canadians have ever enjoyed.

"None of us can complain at a real growth rate of nearly five per cent," he said, "and there is every reason to expect that we will at least maintain this pace through the Sixties."

The outlook is good both at home and in the export market, Mr. Crabtree reported.

The coming of age of the postwar babies and the improving level of immigration would make their influence felt on the home market, he said.

At the same time, "world demand continues to grow for the raw materials in which we are so rich and for finished goods of a kind which we have proved we can make and sell with the best."

Canada's ability to compete internationally is reflected in the export of fully manufactured goods, which rose 30 per cent in 1962 and 19 per cent in 1963, and is still climbing, said Mr. Crabtree.

Canadians concerned about foreign investment would do well to remember that Canadian-based subsidiaries of foreign companies are making a "noteworthy contribution" to increased exports of fully-manufactured products.

"In this, as in other important respects, they are proving themselves good corporate citizens of this country."

The most effective remedy for any potential problems arising out of the degree of foreign investment is a great deal more investment by Canadians themselves, said Mr. Crabtree.

Canadian industry has a "vital stake" in the present round of GATT negotiations being carried on in Geneva, said the president. "Along with other member nations, we are going to be greatly affected by whatever agreements are made between those two great economies, the United States and the European Economic Community ...

"Canada's very prosperity may well be cited by some negotiating countries as an argument to justify their own easy access

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to our home market," Mr. Crabtree warned the meeting. "We shall certainly have to examine all proposals and counter-proposals with the utmost care.

"If there are to be tariff reductions, our concern must be to see that they are not so sweeping as to jeopardize the survival of the affected industries and the jobs of those they employ."

Mr. Crabtree went on to outline some of the important developments of the past year.

The improvement in the balance of payments ranked as one of the most important, said the president. He attributed the change for the better largely to the gains in exports.

Turning to Canadian-American relations, Mr. Crabtree reported that Canadians are selling more of everything to the U.S. than ever before. "But that half a billion dollars annual gap between what we buy and sell there has yet to be bridged."

The "Buy, Make and Sell Canadian" program continued during 1963 notwithstanding the economic upswing. "It has been interesting and instructive to watch the extent to which governments at the various levels have given the program their blessing," he commented.

The new Ministry of Industry and the Economic Council of Canada should play an important role in the development of industry all across the country.

Turning to "less happy and less welcome" developments during the year, Mr. Crabtree said the "most regrettable" was the sales tax on production machinery and building materials.

He termed the tax "misguided," and pledged that the CMA "will continue to press for its repeal with all the vocabulary at our command."

The full force of the tax will not be felt until the turn of the year, he pointed out.

The Canada Pension Plan had engaged much of the CMA's attention. "There has been far too much politics and far too little economics in the consideration of the proposed plan," Mr. Crabtree told the meeting.

The CMA has made it clear that it accepts the principle of a national portable pension plan, and has "made it equally clear that any such plan should be subject to objective scrutiny of the most searching kind."

The CMA had told the Royal Commission on Taxation that both individuals and industry are being asked to shoulder a "dangerously high proportion" of total direct taxation.

The country as a whole "has a much better appreciation than ever before of the fundamental importance of the role which industry plays in the national economy," the retiring president told the meeting.

INDUSTRIAL RELATIONS CONFERENCE

"Mandate of Management"

Hon. Carrier Fortin

Where is the line to be drawn between management's right to manage and the trade unions' claim to a say in setting what they call "working conditions." And how is this question to be settled?

These two questions were raised by Hon. Carrier Fortin, Q.C., Minister of Labour, Province of Quebec, in the opening address* of a session titled "Mandate of Management" at the Industrial Relations Conference of the CMA annual meeting.

Although he declined to undertake to answer the first of these questions, Mr. Fortin suggested that permanent joint committees of employers and employees, whose business it would be to study problems of this nature, should be established and continued in being all the year round. This would be better, he thought, than to leave the problems until collective bargaining started and the atmosphere became too tense to allow of serious study of matters that might involve complicated considerations.

"I believe that in doing so a great deal of precious time could be saved, and solutions to such difficult problems could be more easily found." He added that "the problems in question arise from conflicts of interest that can be solved by the parties concerned, and . . . [that] it is impossible for the legislators to settle by means of a piece of legislation."

The scientific progress and faster communications that have brought men closer together have diminished their individual freedom, "and we are unfailingly drifting toward the socialization of our institutions," the Minister said.

Since we were faced with an irresistible force, it was better "to control and direct it by working hand in hand than to try to counteract it by endeavouring to preserve certain rights or privileges which undoubtedly were justified in other times, but which today can no longer resist the march of time . . . "

* The Minister spoke in French. Quotations given here are taken from the Translation.

Everyone who takes part in an enterprise, the directors and the directed, has definite duties toward it, Mr. Fortin said. It was the leaders' obligation "to create solidarity between all those who participate in the operation of the enterprise and those who live off its fruits, and more particularly between management and workers."

But if the leaders look at the enterprise solely from the point of view of efficiency, they sacrifice the human element and lead society toward an odious materialism.

"On the other hand, to completely ignore its technical aspect so as to respect exclusively the primacy of man would prove to be an error of equal grieviousness," Mr. Fortin said.

Free trade-unionism and capitalism are today inseparable, he continued. The days are gone when we questioned the desirability of collective bargaining, and the main problem now is to seek the most constructive methods in industrial relations.

Because it considers the collective agreement to be "the very basis" of relations between employers and employees, the Quebec Government in its Bill 54, the "Labour Code," has been actuated by the wish not to hamper the evolution of labour law nor to give it a specific guidance by connecting it with the civil law. The Government, on the contrary, wishes "to let the parties concerned, the employers and the employees, define their law themselves, and even define their obligations, by means of the negotiation of collective agreements."

It was then that the Minister spoke of the clash between management's determination to retain its rights of management and the trade unions' claim to a right to negotiate on working conditions. These working conditions, he said, had originally been taken to include wages, hours, holidays and job classifications, but had been extended to include such things as sick leave, seniority, union security, dismissals, etc. More recently, they had been widened still further to take in certain matters that had hitherto been looked upon as exclusively the province of management.

"In a strongly industrialized economy the trade unions proclaim that capital and labour are partners who cannot do without each other and must necessarily negotiate together. But afterwards, who is going to steer the boat?

"Where, exactly, must be situated the boundary separating what is to be considered the exclusive rights of management from that which is to be considered and accepted as conditions of work?"

It was here that Mr. Fortin made the suggestion about permanent joint committees.

Warren A. Lacke

Forces at work today that are intended to strengthen the institution of collective bargaining may be doing just the opposite, said Warren A. Lacke, General Manager, Industrial Relations, Continental Can Company, Inc., New York.

Speaking on the subject, "Collective Bargaining—Fettered or Free?" Mr. Lacke described some of the ways in which rulings of the National Labor Relations Board and decisions of the courts in the United States have tended to restrict the freedom of employers and employees to settle their own differences through collective bargaining.

"If we think of freedom," he said, "as being something that is 'unimpeded, unrestricted, unhampered," we must quickly conclude that collective bargaining carried on as it is today is far from free."

Mr. Lacke cited American experience but said he believed that many of the problems facing management in the United States had their counterparts in Canada.

The Labor Management Relations Act of 1947 (Taft-Hartley), by providing additional facilities for the mediation of labour disputes, had made the Government a third party to collective bargaining through the Federal Mediation and Conciliation Service, and through special panels and boards of inquiry, especially with respect to disputes affecting a substantial part of commerce or which became or threatened to become a national emergency, he said.

The broadening of the scope of collective bargaining since the Wagner Act together with the greater complexity of problems facing management and labour today—such as those resulting from automation—had led to what at times appeared to be insurmountable problems, with resulting deadlocked negotiations and crisis bargaining.

Almost from the start, there were disputes about what matters fell within the description "rates of pay, wages, hours of employment, or other conditions of employment," about which the Wagner Act obliged employers to bargain with the elected representatives of their employees.

Decisions of the National Labor Relations Board and of the courts expanded the scope of bargaining to include such matters as pensions, contracting out of work, closing or selling a plant, or the transfer of work to another plant; but unfortunately, there were still areas of uncertainty with respect to an employer's duty to bargain concerning such matters as these, Mr. Lacke said.

Another way in which government had become more directly involved in collective bargaining was in connection with disputes considered to affect the public interest, such as the lengthy dock strike in New York in 1962. And further evidence of the Government's intervention in collective bargaining are the wage-price guideposts drafted by the President's Council of Economic Advisers in January 1962 (L.G. 1962, p. 812).

"Needless to say," Mr. Lacke commented, "the guidelines have been attacked by both labour and management for many obvious reasons."

Because profits in industry have been rising, labour unions were expecting to get larger settlements in 1964 than during recent years. This was apparent in the automobile industry, where Walter Reuther had shown that he intended to get far more from the companies than the 3-per-cent increase generally considered by the Council of Economic Advisers to be non-inflationary.

"This has given Government officials real concern, because they believe that a big settlement in autos will spread to other industries and set off another round of inflation," the speaker said. The Council had been trying to head this off by emphasizing that the long-term trend in productivity should be the standard for wage increases.

"We will watch with interest . . . the extent to which the Government will intervene in collective bargaining to enforce adherence to the guidelines." And it will be interesting to see how the Government will attempt to enforce the guidelines, Mr. Lacke said.

What could be done to minimize the impact of intervention by government and its agencies? "The over-simplified answer is to avoid reaching crisis situations which appear to require outside assistance," he said, and there was some evidence that many substantial companies were adopting this philosophy through "the human relations committee approach" applied by the steel industry in 1960, and later, in modified forms, by a few other large industries.

"The human relations committee approach would certainly appear to have been productive when one recognizes that two labour contracts have been signed in the basic steel industry since the committee was established, and without any semblance of crisis bargaining. More recently, some companies in the automobile industry have adopted joint study committees."

In summary, the speaker said it was obvious that collective bargaining is "fettered" and that there were serious restraints on employers that did not seem to apply to labour unions.

He referred to the "questionable and at times conflicting decisions of the NLRB and the law courts," which were "even more difficult to live with than . . . specific and clearly stated rules and regulations governing our union relationships."

Mr. Lacke said that the outright intervention of the U.S. federal Government in collective bargaining was not going to diminish, in fact he thought it would increase. There was no simple answer to the question of how to avoid third-party intervention, but he was convinced that "we can do more than we have done in developing a constructive relationship with our local union representatives."

These representatives, being employees who had a stake in the business, who were not actuated by political motives as paid union representatives were, and who could readily understand the problems of the company if they were explained to them, could influence the settlement of an agreement and could thus help to avoid the need for outside intervention.

Edward V. Rippingille

Collective bargaining brings organized pressure to bear on management, and to deal effectively with such pressure, management must have a well-thought-out philosophy of labour relations, Edward V. Rippingille, Jr., told the Industrial Relations Conference in an address entitled, "Management by Right or Compromise."

Mr. Rippingille, who is president and general manager of Frigidaire Products of Canada, Limited, said that management must resist the temptation to adopt a policy of expediency in labour relations, because labour relations problems were long-run ones. "A coherent philosophy of labour relations offers management many advantages . . . and it helps assure a common and consistent approach by management."

Experience at General Motors Corp. (of which Frigidaire is a subsidiary) had shown that the employees and the union needed to know what management's stand was, and when and where it would draw the line. "Management must establish a reputation with the union and the employees for saying what it means and meaning what it says," and the speaker insisted that "unions will not respect a management that is tough one day and soft the next."

Developing the statement that labour relations problems were long-range ones, Mr. Rippingille said that one of the paradoxes of labour relations was that unions would press demands they knew management ought not to grant, and once such "unwise concessions" were granted, would

come to look upon them as vested rights and would bitterly resist efforts to correct them.

And unions usually demand that the words in the contract reflect actual practices that develop. In this way, "the bad practices of today tend to become the contract clauses of tomorrow."

Some of the featherbedding practices that had recently been in the news had evolved over a number of years, and the bitter resistance to attempts to get rid of them was well known. Unionists believe that employees have a vested right to any privilege or benefit that they had been in the habit of enjoying.

The responsibility for labour relations was not confined to specialists, but was the job of all members of management, Mr. Rippingille said. At the same time, the negotiation of a new collective agreement required the skill of specialists on both sides of the bargaining table, and this need becomes greater as the subjects bargained upon become more complex.

But the negotiating of a new contract was only part of the complete job of labour relations. The way the parties lived together during the term of the contract was tremendously important.

"The day-to-day administration of labour relations matters . . . is everybody's job," and this meant that a well-informed management team was a necessity, which in turn meant intensive and continuous training.

In General Motors, top executives give labour relations a good deal of attention, the speaker said. Two of the company's fundamental principles in collective bargaining were: recognition and acceptance of the part played by the union as the representative of the employees, and insistence that the union recognize that it was management's responsibility to manage.

General Motors did not subscribe to "the joint labour-management approach," he said, citing as examples joint safety committees, joint health committees, and so on. If responsibility is shared, then necessarily decision-making is tempered by compromise—in effect, a negotiated compromise."

The corporation's agreements contained a "management's rights" clause that expressly recognized management's responsibility to maintain the efficiency of the employees, to discharge or discipline for cause, and to determine the products to be manufactured, the location of plants, production schedules, and the methods and means of manufacturing. The rights and responsibilities of the union and its officials were also specified in the agreement.

The grievance procedure provided for final settlement by an impartial arbitrator; but his powers were limited: he could decide only whether the union and the employer had or had not followed the provisions of the agreement. He had no power to substitute his judgment for that of the parties who negotiated the contract. Certain issues that affected the company's long-run interests were excluded from his jurisdiction. Some other sections of the agreement were also excluded. The arbitrator was a single individual, not a tripartite panel or board. "We wanted clear-cut decisions . . . not compromise awards," Mr. Rippingille said.

Thousands of grievances were now settled every year at the lower steps of the grievance procedure, because the parties often realized that a question similar to the one in dispute had already been decided by an arbitrator. During the past 10 years, only about 31 cases a year had gone to arbitration under contracts covering more than 300,000 employees.

"I might add," the speaker said, "that our system requires a continual management training program for both foremen and higher plant supervision who are authorized to make binding settlements of grievances with the union."

Employee Discipline

"Employee discipline is an area where we have found that a consistent approach by management is extremely important. We follow a policy of progressive or corrective discipline. Under this approach the proper disciplinary penalty is the minimum required to correct an employee's misconduct. Repeated offences call for increasingly severe penalties up to discharge . . . ."

It was management's responsibility to decide whether an employee was guilty of misconduct, and if so, the extent of the penalty. The union's role in this disciplinary system was to represent the employee being disciplined.

> We consider it important from the employee's standpoint that the union be free to function as an advocate. By that I mean that the union should not participate in the decision as to the extent of the penalty. Having agreed with management in the first instance on an appropriate penalty, the union would foreclose itself from functioning effectively on the employee's behalf in protesting the extent of the penalty.
>
> Under our collective bargaining agreements, any disciplinary penalty may be appealed through the grievance procedure. If the matter [is] appealed to arbitration, the arbitrator

has full discretion, including the right to reinstate the disciplined employee with full back pay.

Mr. Rippingille went on to describe the company's way of dealing with wildcat strikes. In spite of laws, illegal strikes did occur, and they were especially difficult to deal with, he said.

Early in the company's relationship with the United Automobile Workers, wildcat strikes had been a serious problem. "At this critical point" two steps were taken: a formal system was adopted for handling employee complaints, with arbitration as the terminal step, and a firm no-strike pledge which expressly recognized management's right to take disciplinary action in cases of violation was included in the agreement.

The company had thus established two main elements in a successful wildcat strike policy—"a procedure for handling employee complaints and a no-strike pledge with some teeth in it."

"When a company faces a continuing pattern of wildcat strikes, two factors usually lie at the root of the problem," the speaker said. "Employees have found wildcat strike pressure to be a useful way of gaining otherwise unobtainable concessions from management; and, two, management has failed to apply consistent and firm disciplinary penalties to the leaders and participants in the strikes."

When a wildcat strike occurs in a GM plant the company refuses even to discuss the dispute until all employees are back at work. It points out to the union that any problems may be settled by the grievance procedure, and if necessary by arbitration. The leaders of the strike are found, if possible, and severely punished.

The normal penalty for clearly established cases of strike leadership is discharge. Somewhat less severe penalties are applied to others involved in the stoppage.

The policy is a simple one and highly effective. But applying it sometimes takes considerable management fortitude, especially in periods of peak sales, or in situations where the strike occurs in a plant whose production is essential to the operation of many other plants. Failure to follow a policy of fair but firm discipline not only invites further stoppages and further concessions, but it cuts the ground from under the lower-level supervision and those employees who would prefer to work peacefully and to see the end of continual stoppages.

Mr. Rippingille mentioned three main aspects of proper job placement and described the company's method of dealing with each, as follows:

—Promotions to higher paying jobs are made in accordance with a clause in the agreement that reads: "Promotions shall be based primarily upon merit and ability." This meant that it was the responsibility of the supervisor to select employees for promotion. But there was provision for appeal.

—Transfer to another job at the same rate of pay. Here management retained the right to initiate such transfers.

—In layoffs, there were detailed local agreements in each plant regulating their order and that of recall. In general, the company went by seniority in making permanent layoffs of unskilled employees. "Employees on jobs requiring skill and training are in separate groups for layoff purposes," and in any case there was the over-riding requirement that the employee retained must be able to do the work.

The company had continued to resist demands made by the union from time to time that all promotions and transfers should be by seniority. "We have insisted upon retaining the right to put the right people on the right jobs," Mr. Rippingille said.

Technological Change

Two basic provisions dealing with technological change were agreed to in 1940, before the word "automation" was invented. These were: that management had the unrestricted right to initiate changes in methods or equipment at any time, and that under most locally negotiated seniority contracts an employee displaced by technological change was placed in a comparable job on a plant-wide seniority basis.

"Under this procedure the entire corporation has been converted from peacetime to war production and back again with a minimum of disruption . . . . By and large, we have remained free of the featherbedding problems which have been so troublesome in a number of other industries."

In conclusion, the speaker said, "Management's fundamental objective is optimum productivity; labour's objective is optimum compensation. The resultant balance or imbalance of the respective pressures determines the degree of success or failure of the enterprise."

Labour's "only objective in attempting to encroach on the responsibilities of management is for the purpose of increasing remuneration—certainly not for the purpose of assuming real responsibility. Labour cannot afford to assume any of the rights or responsibilities of management. By so doing, it would abrogate its right and responsibility to function as the advocate of the employee. This fact has been the stumbling block of practically every labour-management co-operation attempt in history."

S. M. Finlayson

When taken together, technological progress, the influence of governmental laws and regulations, competitive business influences and the costs and other pressures arising from collective bargaining constitute a formidable challenge to management, said S. M. Finlayson, President, Canadian Marconi Company, in an address on "The Planned Development of Management."

"Because these influences and the problems they create are so all-pervasive, it seems to me that they can only be met by the very best deployment of our human resources," he added.

"If this be so, then the essential challenge facing managers is the development of more and better managers."

The modern manager, if he is to be effective, must be equipped with broad knowledge in many areas and "above all, with a deep understanding of the motivations and reactions of human beings." The senior manager, to be effective, must be very careful to avoid being too specialized.

"His essential job is to see that the relations between all the elements of the operation are adequate and in proper balance. Above all he must realize that the whole organization is not a chart, a diagram or a collection of material things, but rather that it is a collection of men and women whose individual characteristics must be directed and harmonized in such a way as to develop an interest and an understanding in the operation by everyone who participates in it."

Dr. George S. Odiorne

The white-collar worker has become the most typical of our employees: in numbers, the clerical, technical, managerial and professional workers who comprise this group outnumber unskilled and semi-skilled workers, often referred to as "blue-collar workers," said Dr. George S. Odiorne, Director, Industrial Relations, University of Michigan, in an address titled, "The Salaried Employee—Image, Influences, Intentions."

And technical, professional and managerial employees have an increasing significance within the group known as white-collar employees. They receive the largest segment of total wages and salaries paid to the total work force, they make decisions that affect the expenditures of all other costs of doing business, and they are becoming shorter in supply and more in demand.

White-collar clerical and non-professional workers are the focus of union organizing efforts, which they have resisted to date. A study by the Industrial Relations Department of the University of Michigan has shown that when white-collar workers do join unions it is for these reasons:

1. Poor supervision
2. Poor salary administration
3. Refusal to recognize past service in pension programs
4. Fringe benefits that lag behind blue-collar gains
5. Arbitrary handling of layoffs
6. Poor communication of fringe benefit facts.

White-collar clerical and non-professional workers see themselves as more individualistic and independent, more loyal, more intelligent and better informed, closer to management in interests, and more aggressive.

With proper management attention to its own practices, Dr. Odiorne said, white-collar unions will probably fail because the white-collar worker's image of himself doesn't fit unionism, the unions themselves are hesitant or inadequate, and women workers are not protest-minded. In addition, many white-collar workers don't need unions, and automation is eliminating many white-collar jobs in mass work sites. Then, too, management awareness of the possibilities of white-collar workers' joining a union is causing action to avert it.

The poor image of unions, and the general decline in union organizing effectiveness are further reasons why white-collar unions will probably fail, he said.

"PLANNING FOR PROGRESS"

Dr. John Deutsch

"Knowledge and skill have always been a human attribute of the highest importance, but today knowledge and skill have become the most valuable economic asset of any people—more valuable than raw materials, natural resources or animal energy," said Dr. John Deutsch, Chairman of the Economic Council of Canada, in addressing the plenary conference on "Planning for Progress" at the first session of the CMA meeting.

Speaking on "Ingredients of Economic Progress," Dr. Deutsch said that it was "only by matching the improvements in productivity of other nations that Canada

will be able to maintain her relatively high standard of living."

Economic progress is a very complex process, he said, but it is clear that economic progress and sustained growth are not likely without certain conditions. Among the most essential are "the stability of political institutions and the integrity of political processes."

Economic enterprise in a free society involved risk-taking by many members of the society, he pointed out, and the willingness to accept risks depended on confidence in the security of the social and political fabric. When this confidence is lacking "the main economic activity is to protect what already exists, rather than the development of new possibilities."

Economic growth was most likely to occur in a society where cultural values and attitudes were not fundamentally antagonistic to the aims of economic activity, and "the deleterious effects of such a clash are clearly apparent in some parts of the underdeveloped world." Although the non-economic activities that were valued in some of these countries were very important, the value attached to them must not prevent a proper emphasis on economic endeavour. "The cultural climate must be favourable to the idea of economic progress."

Besides strong and viable political and social institutions and a cultural climate favourable to progress, it was necessary for the people of a nation to reach "a basic agreement on the desirability of growth," Dr. Deutsch said.

> We do not find growth where the various segments of society are concerned only with dividing up the *existing* wealth . . . . To have growth there must first be agreement on certain common goals, goals which involve rising accomplishments; and there must be efficient and peaceful means, acceptable to all, for settling those differences of opinion and interest which arise during times of rapid change.

The speaker next referred to the key role of savings and investment in determining how much economic growth could take place.

> Before expansion can occur, it is necessary to invest present efforts and resources in expanding the stock of productive plant and machinery. This requires . . . a willingness to produce new productive machinery and equipment rather than only more present comforts.
>
> In the advanced industrial countries something in the neighbourhood of one fifth of total output is needed for new investment in order to sustain a satisfactory rate of economic growth. In some countries this proportion is considerably higher. Japan, for example, which has accomplished the most spectacular rate of growth during the past decade, saves and invests close to one third of its production in new capital facilities . . .

The possession of natural resources has some relation to the level of economic production—"it is difficult to accomplish much in an arid desert or in the frozen tundra"—nevertheless it is obvious that "natural resources by themselves are worth very little."

> Even in North America with its immense natural riches, the available evidence suggests strongly that the rapid rise of the standard of living during the past half century must be attributed in a major degree to the rise in the general level of education and skill of the population, and to the application of improved technology . . .

Dr. Deutsch went on to speak of the "utterly fantastic" present rate of advance in technical knowledge. The industrial revolution had supplied vast new sources of brute energy for driving machines, and "now we are discovering how to use the powers of nature to make the decisions needed to control the machines."

New devices have made possible a phenomenal increase in the ability to gather, analyse, record and transmit information; and this information could be used to control automatically the processes of industrial production. "Electronics and computers are at the heart of this system of automation—the new technology of our time."

> The ability of the new machines to control and direct other machines has added greatly to the potential capacity to produce goods and services in immense volume. At the same time, it has made unnecessary many human occupations, not only those that require human energy, but also those that involve the control and handling of tools and machines.

Although these changes had made possible an increase in the productivity of the economy, "the realization of this potential in higher standards of living, or in a deliberately chosen increase in leisure, depends in large part on how successfully we accomplish the extensive industrial readjustments and large-scale shifts in occupations which are required. Of course, these adjustments and shifts can be greatly facilitated by the basic monetary and fiscal policies, which are designed to promote an expansive and generally dynamic economic climate . . . ."

> However, these general policies are not enough to deal with the many social and human problems involved. The speed and scale of the changes arising out of the present surge of technical innovation bring in their train declining industries and obsolete occupations. The resulting costs and misfortunes can impose heavy sacrifices. If these fall with sudden and full weight upon the individual workers and communities concerned, it must be expected that they will try to resist the forces of change.
>
> We have two choices available. We can attempt to facilitate industrial change by looking ahead, by adequate preparation, and by developing programs that recognize, and

deal effectively, realistically, and equitably with the social and human adjustments involved. Obviously, such an approach requires the understanding, foresight and active co-operation of all the parties concerned—employers, labour and government.

The other choice is a social and political struggle, out of which could develop a network of protective devices, government intervention, controls, subsidies, and unproductive expenditures which, in large part, would frustrate the possibilities of industrial progress.

The social and economic trends that have operated since the war under the influence of explosive technological change are likely to continue unabated. The rapid rate of industrial change being brought about by automation calls for a much higher level of mobility—not merely mobility in movement from industry to industry, but more particularly mobility in skills.

It is increasingly likely that most special skills and crafts will become obsolete in one lifetime. There is need for a widespread ability to acquire new skills and to engage in new occupations. Indeed, the most useful skill of all will be the skill to adapt and to change. For this purpose, the best preparation is an adequate level of basic education . . . .

Today the most spectacular advances are based not on massive material wealth, but on the application of superior knowledge, technical competence, and organizational ability. This means, of course, that even from the narrowest financial standpoint, the highest returns are to be obtained from investment in education, training, and research.

Besides maintaining an expansive and dynamic environment conducive to enterprise and growth, we needed "socially realistic programs which promote change from the declining to the expanding possibilities in the economy," Dr. Deutsch said in concluding.

"For this purpose, we must have imaginative co-operation between management and labour, and between government and private groups. We should not be afraid to make new efforts and to use new techniques to accomplish this end—techniques which are consistent with the values of a free and progressive society."

ECONOMIC OUTLOOK CONFERENCE

J. P. Francis

The Canadian labour force in the next five to ten years will be characterized by "bulges" at the top and bottom of the age scale, J. P. Francis, Director of the Economics and Research Branch of the Department of Labour, told the delegates. His was the opening address of the Economic Outlook Conference, and was titled, "The Challenge of Job Creation."

"These trends will raise the over-all growth rate of the labour force very considerably and will greatly alter the character of new labour supplies," said Mr. Francis. "It is a challenge to our ability to stimulate economic growth and of our capacity for making the economic and social adjustments which such growth will require."

Rapid expansion of the labour force has been evident since the third quarter of 1963. Its origins lie in the number of wartime and postwar babies who are reaching working age.

The number of persons in the population age groups 15 to 19 and 20 to 24 has been increasing both absolutely and proportionately in recent years, and will continue to do so for five to ten years, Mr. Francis reported.

It is not possible, however, to draw direct conclusions about the effects of this population growth on the labour force. Other factors—the increasing demand for education, the tendency for young women to continue working after marriage, the sensitivity of these groups to levels of employment—must be considered.

"Nevertheless," he predicted, "more than one and one-half million youngsters are going to seek their first permanent job during the next eight years."

At the same time, the percentage of the labour force between the ages of 45 and 64 years will also expand considerably.

To accommodate the expanding labour force, employment over the next eight years will have to increase at an annual rate of 2.5 per cent, compared with 2.4 per cent in 1963. This must be accomplished without "undue inflationary or deflationary pressures" on the economy as a whole.

Even with high levels of employment, these young people will be entering a very competitive labour market, where the types of jobs available and the kinds of work required will be changing rapidly because of new technology and economic development, he told his audience.

They will have the advantage of more education, with emphasis on technical and vocational training. But they will be older than their predecessors when they enter the labour market, and relatively inexperienced.

Consequently, industry will have to step up its training activities to render its new labour supplies fully productive as quickly as possible, said Mr. Francis.

"To some extent, the increased numbers of young people will come into competition with the less rapidly growing older labour supply," Mr. Francis predicted. Where the older and the younger workers are seeking

the same job, the older workers will be those who have been displaced by technological change. And these older workers will be those least able to compete.

New labour problems will arise in the next ten years, and long-standing ones, such as structural unemployment, will be intensified, said Mr. Francis. It will be "critically necessary" to develop and maintain effective labour policies to increase the flexibility and skill levels of the labour force, and to help the labour market perform its allocation function as quickly and fully as possible, he told delegates.

WORLD TRADE CONFERENCE

Meeting World Competition at Home

D. G. Willmot

Changes in the Combines Investigation Act to allow Canadian manufacturers to enter into industry-wide agreements or arrangements necessary to eliminate wasteful or uneconomic conditions, where this would be to the advantage of the consumer and the economy, were advocated by D. G. Willmot, President, Anthes Imperial Company, Limited, St. Catharines. Mr. Willmot spoke at the world trade conference on "Rationalization—Two Sides of the Story."

He made it clear that agreements of the kind he referred to would not restrict the sale or price of Canadian-made products.

As an example, he said that about $8,000,000 worth of tires were imported into Canada each year, mainly by Canadian tire manufacturers. These imported tires were generally in types and sizes that did not allow of long enough runs to warrant the setting up of Canadian facilities by seven different manufacturers.

The pooling of production of short-run items, and competitive industry bidding for production rights, would substantially increase Canadian production and in most cases reduce the landed costs of imported items, and certainly reduce the unit production costs of currently Canadian manufactured short runs. The economy as a whole, as well as the consumer, would benefit.

He remarked that the Combines Investigation Act under certain circumstances now exempted from prosecution combinations, agreements or arrangements relating to exports from Canada. He contended that there were cases where similar arrangements affecting production for the domestic market would be in the interests of the Canadian public, and he suggested that the new Department of Industry might "act as a sounding board for suggested changes in our combines investigation legislation."

Industrial Fatalities in Canada during First Quarter of 1964

Deaths from industrial accidents during 1964's first quarter numbered 240, of which the largest number was in manufacturing

Up to the end of May, the Department of Labour had received reports on 240* industrial fatalities that occurred in Canada during the first quarter of 1964.

During the previous quarter, 317 fatalities were recorded. This is 70 more than the previously published preliminary total of 247 (L.G., April, p. 273). In the first quarter of last year, 231 fatalities were recorded—41 more than the preliminary figure of 190 (L.G., July 1963, p. 596).

During the first quarter of 1964 there were two multi-fatality accidents, each of which brought death to three or more workmen, and together resulted in fatal injuries to eleven persons.

On January 18, seven loggers were drowned in an attempt to cross snow- and wind-swept Kootenay Lake while making their regular night trip home from Tye, B.C., to Creston, B.C. On March 13, four railway employees were killed when their light maintenance vehicle was struck by an automobile at a railway crossing in Ottawa, Ont.

The largest number of fatalities, 47, occurred in the manufacturing industry. Of the 47 fatalities, 17 were in wood products; 14 in iron and steel products; 4 each in food and beverages, and in non-ferrous metal products; 2 in electrical apparatus and supplies products; and 1 each in rubber products, leather products, transportation equipment products, non-metallic mineral products, products of petroleum and coal, and miscellaneous manufacturing products.

In the logging industry 43 fatalities were recorded.

* See Tables H-1 and H-2 at back of this issue.

In the construction industry, 24 of the 40 fatalities were in miscellaneous construction, and 8 each in buildings and structures, and in highways and bridges.

The 35 fatalities that were recorded in the transportation, storage and communication industry during the quarter were distributed as follows: 18 in local and highway transportation, 8 in railway transportation, 4 each in water transportation and in storage, and 1 in air transportation.

In the mining and quarrying industry, 21 of the 33 fatalities were in metal mining, and 6 each were in coal mining, and in non-metal mining and quarrying.

The remaining 42 fatalities that occurred during the quarter were distributed as follows: 17 in the service industry; 9 in trade; 8 in agriculture; and 4 each in fishing and trapping, and public utilities.

Analysis by Cause

An analysis of the 240 fatalities during the first quarter of 1964 shows that 65 (27 per cent) were the result of "being struck by different objects"; 58 of these were in the category "other objects" such as falling trees and limbs and landslides or cave-ins, etc.; 5 were the result of being struck by tools, machinery, cranes, etc.; and 2 were caused by moving vehicles.

Fifty-one fatalities were caused by collisions, derailments, wrecks, etc.; 34 of these involved automobiles and trucks, 9 involved railways, 4 involved tractors and loadmobiles, and 1 each involved water craft, aircraft, hoisting or conveying apparatus, and other transportation agencies.

Forty-five fatalities were caused by falls and slips; all but nine were the result of falls from different levels, such as buildings, roofs, scaffolds, bridges, etc., into harbours, rivers, lakes, sea, shafts, pits, excavations, etc.

Twenty-three fatalities each were in the category of being caught in, on or between (most of them involved tractors, loadmobiles, and mine and quarry cars) and in the category of inhalations, absorptions, asphyxiations, and industrial diseases.

The remaining 33 fatalities were distributed as follows: 16 were the result of conflagrations, temperature extremes and explosions, 7 were caused by electric current, 4 were the result of exertions and 3 each were in the category of striking against or stepping on objects, and under the heading of miscellaneous accidents.

Province of Occurrence

By province of occurrence, the largest number of fatalities, 87, was in Ontario. In British Columbia there were 55, in Quebec 36, and in Alberta 23.

During the quarter, there were 104 fatalities in January, and 68 each in February and March.

The fatalities covered in this review are those that involved persons gainfully employed and that occurred during the course of, or arose out of, their employment, including deaths resulting from industrial diseases. Statistics on industrial fatalities are compiled by the Economics and Research Branch from reports received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups, is not as complete as in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports. The number of fatalities that occur during the period under review is usually greater than that indicated in the article and tables. However, fatalities that were not reported in time for inclusion are recorded in supplementary lists, and the statistics are revised accordingly in the next annual review.

Employment and Unemployment, June

An estimated 6,760,000 persons were employed in June. The increase of 152,000 from May was seasonal.

Unemployment declined by 11,000 to 282,000, a less-than-usual decrease for the month.

The labour force rose by 141,000 to 7,042,000 in June.

Compared with a year earlier, employment was up 225,000 and unemployment down 22,000. The labour force was higher by 203,000, or 3.0 per cent, than in June 1963.

The unemployment rate in June represented 4.0 per cent of the labour force, compared with 4.4 per cent in June 1963 and 4.5 per cent in June 1962. In May this year the rate was 4.2 per cent.

Seasonally adjusted, the June unemployment rate was 5.2 per cent.

Employment

As usual, the employment increase between May and June was almost entirely confined to non-farm industries. In these industries, seasonal employment gains were fairly general. The increase in construction employment between May and June was below average for the time of year, however.

Some 97,000, or almost two thirds of the May-to-June increase in employment was among persons under 25 years of age, a somewhat larger proportion than in most previous years. The employment increase among persons 25 years of age and over was below average; the May-to-June gain of 55,000 this year compared with an average advance of 82,000 over the same period in the past ten years.

Compared with a year earlier, total employment was up 225,000, or 3.4 per cent.

Non-farm employment increased by 241,000, or 4.1 per cent. Apart from construction, which registered a moderate decline, almost all non-farm industries shared in the year-to-year improvement. The largest gains were in service and manufacturing.

Agricultural employment was an estimated 16,000 lower than a year earlier.

Employment was noticeably higher than a year ago in the Atlantic region, British Columbia and Ontario. Smaller percentage gains took place in the remaining two regions.

Unemployment

Unemployment declined by 11,000 to 282,000 between May and June. The drop was less than seasonal, reflecting, in part, a large influx of students into the labour market.

Unemployment among persons 14 to 19 years of age increased by 43,000 during the month. Among those 20 years of age and over, unemployment declined by 54,000, which was about normal for this time of year.

Compared with a year earlier, unemployment was down 22,000. Teen-agers comprised a somewhat larger part of the total unemployed than a year ago.

Of the 282,000 unemployed in June, 201,000 had been unemployed for three months or less. The remaining 81,000, or 29 per cent of the total, had been seeking work for four months or more. This group accounted for a much smaller proportion of the total than a year earlier.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	June 1964	June 1963	June 1964	June 1963	June 1964	June 1963	June 1964	June 1963
Metropolitan	1	1	7	8	4	3	.....	.....
Major Industrial	2	2	20	19	4	5	.....	.....
Major Agricultural	.....	.....	3	3	11	11	.....	.....
Minor	.....	.....	30	28	27	29	.....	.....
Total	3	3	60	58	46	48	.....	.....

The review is prepared by the Employment and Labour Market Division of the Economics and Research Branch.

CLASSIFICATION OF LABOUR MARKET AREAS—JUNE

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	St. John's	Calgary Edmonton Montreal Quebec-Levis Vancouver-New Westminster WINDSOR ← →WINNIPEG	→HALIFAX →HAMILTON Ottawa-Hull Toronto	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	JOLIETTE ← Lac St. Jean	BRANTFORD ← →CORNER BROOK Cornwall Farnham-Granby Fort William-Port Arthur KINGSTON ← Moncton New Glasgow Niagara Peninsula Oshawa Peterborought →ROUYN-VAL d'OR Saint John Sarnia →SHAWINIGAN Sherbrooke SUDBURY ← →SYDNEY TIMMINS-NEW LISKEARD ← Trois Rivieres	Guelph Kitchener London →VICTORIA	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)		CHATHAM ← →RIVIERE DU LOUP →THETFORD-MEGANTIC-ST. GEORGES	Barrie Brandon →CHARLOTTETOWN →LETHBRIDGE Moose Jaw North Battleford →PRINCE ALBERT →RED DEER Regina Saskatoon →YORKTON	
MINOR AREAS (labour force 10,000 to 25,000)		Beauharnois →BATHURST BELLEVILLE-TRENTON ← →CAMPBELLTON CENTRAL VANCOUVER ISLAND ← Chilliwack Dauphin Dawson Creek Drummondville →EDMUNDSTON Fredericton →GASPE Kamloops Lindsay MEDICINE HAT ← →MONTMAGNY →NEWCASTLE →OKANAGAN VALLEY OWEN SOUND ← →PRINCE GEORGE-QUESNEL Prince Rupert →QUEBEC NORTH SHORE →RIMOUSKI St. Agathe-St. Jerome St. Jean →ST. STEPHEN Sorel Summerside Valleyfield Victoriaville	→BRACEBRIDGE Brampton →BRIDGEWATER →CRANBROOK Drumheller Galt Goderich →GRAND FALLS →KENTVILLE →LACHUTE-STE. THERESE Listowel North Bay →PEMBROKE →PORTAGE LA PRAIRIE St. Hyacinthe St. Thomas →SAULT STE. MARIE Simcoe Stratford Swift Current →TRAIL-NELSON →TRURO Walkerton Weyburn →WOODSTOCK, N.B. Woodstock-Tillsonburg →YARMOUTH	

→The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used see page 491, June issue.

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Total civilian labour force (a) (000)	June	7,042	+ 2.0	+ 3.0
Employed (000)	June	6,760	+ 2.3	+ 3.4
Agriculture (000)	June	672	+ 0.7	− 2.3
Non-agriculture (000)	June	6,088	+ 2.5	+ 4.1
Paid workers (000)	June	5,579	+ 3.0	+ 4.2
At work 35 hours or more (000)	June	5,749	+49.9	+ 2.1
At work less than 35 hours (000)	June	800	−69.3	+14.6
Employed but not at work (000)	June	211	+24.1	+ 1.9
Unemployed (000)	June	282	− 3.8	− 7.2
Atlantic (000)	June	32	−23.8	−18.0
Quebec (000)	June	105	− 6.3	− 7.1
Ontario (000)	June	88	+25.7	− 1.1
Prairie (000)	June	24	−22.6	−22.6
Pacific (000)	June	33	−13.2	+ 3.1
Without work and seeking work (000)	June	269	+ 4.3	− 8.5
On temporary layoff up to 30 days (000)	June	13	+ 8.3	+30.0
Industrial employment (1949=100)	April	124.6	+ 0.9	+ 4.3
Manufacturing employment (1949=100)	April	118.9	+ 0.4	+ 4.6
Immigration	1st Qtr.	17,546	—	+30.8
Destined to the labour force	1964	8,850	—	+30.9
Strikes and Lockouts				
Strikes and lockouts	June	66	+88.6	+ 4.8
No. of workers involved	June	15,148	+102.3	+107.5
Duration in man-days	June	195,680	+207.2	+149.6
Earnings and Income				
Average weekly wages and salaries (ind. comp.)	April	$86.28	+ 1.2	+ 3.3
Average hourly earnings (mfg.)	April	$ 2.01	0.0	+ 3.1
Average hours worked per week (mfg.)	April	41.1	+ 1.0	+ 0.2
Average weekly wages (mfg.)	April	$82.67	+ 1.0	+ 3.3
Consumer price index (1949=100)	June	135.3	+ 0.2	+ 1.9
Index numbers of weekly wages in 1949 dollars (1949=100)	April	146.7	+ 1.0	+ 1.2
Total labour income $000,000.	April	1,868	+ 1.6	+ 8.2
Industrial Production				
Total (average 1949=100)	May	212.0	− 0.1	+ 7.5
Manufacturing	May	188.6	+ 0.1	+ 7.0
Durables	May	197.8	+ 0.9	+ 8.7
Non-durables	May	180.6	− 0.7	+ 5.4
New Residential Construction (b)				
Starts	June	12,689	+12.0	+ 6.7
Completions	June	7,450	+ 5.7	− 0.4
Under construction	June	67,418	+ 7.7	+ 7.1

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more.

Rehabilitation—An International Concern

In many parts of world, interest has been growing and activity increasing in the vocational rehabilitation of the disabled

In the past year, there has been a growing interest and increased activity in rehabilitation in many parts of the world.

The World Congress of the International Society for Rehabilitation of the Disabled, held in Denmark in June 1963, brought together workers from all parts of the world. Other seminars and training courses were held before or immediately after the Congress.

The World Commission on Vocational Rehabilitation, of which Ian Campbell, National Co-ordinator, Civilian Rehabilitation, Canada, is Chairman, co-operated with the Society and Home for Cripples in Denmark and the Danish Government to provide a seminar on vocational rehabilitation after the Congress. In many countries the concept that the disabled may become productive citizens is new and imperfectly understood. Through workshops and seminars the Commission provides information and technical knowledge to all countries interested in the employment of the handicapped.

Another seminar on Vocational Rehabilitation was held in Athens, Greece, in October. Representatives from Algeria, Greece, Iran, Iraq, Jordon, Kuwait, Lebanon, Libya, Malta, Saudi Arabia, Tunisia, Turkey and the United Arab Republic participated. The program included lectures and discussions; visits to pilot institutions, organizations, services and rehabilitation centres for the disabled; and visits to Greek industries.

This seminar was organized by the International Labour Office. Members of the World Commission assisted. The objectives of the seminar were to demonstrate the need for vocational rehabilitation as a means of helping resettle the disabled; to study organization and administration of rehabilitation programs and examine in detail the techniques, methods and expert services involved; and to stimulate an exchange of ideas and experiences of the problems of vocational rehabilitation and resettlement of the disabled with which the participants and their countries are faced.

The World Commission is presently planning an International Seminar on Sheltered Employment to be held in Stockholm, Sweden, on September 21-30.

The Committee on Prostheses, Braces and Technical Aids of the International Society, and the World Veterans Federation joined to set up an Experts Conference on prosthetics before the World Congress; the Sixth International Prosthetics Course was held immediately after the Conference.

A Technical Aids Information Service has been set up at Stockholm, Sweden, with the first task the production of a multilingual equipment manual.

An inter-regional Seminar on Prosthetics is being organized by the United Nations in co-operation with the Government of Denmark and the International Society. This seminar will be held in Copenhagen from July 5 to August 15. Participants are expected from Asian, African and Latin American countries.

Visits and Study Programs

The development of rehabilitation services is increasingly aided by individuals who travel to other countries to study and observe programs and by those who are appointed to act as consultants to other countries. Many of these are assisted by scholarships and fellowships granted by international bodies or national governments or organizations.

The Civilian Rehabilitation Branch of the Department of Labour has been able at various times to arrange study tours and visits to programs and facilities in many parts of Canada. Among the most recent visitors was Albert Berg, Head of the Vocational Rehabilitation Division of the National Labour Market Board of Sweden who, after a meeting of the World Commission on Vocational Rehabilitation in Washington, spent some time in Canada conferring with government officials and observing the operation of the federal-provincial Vocational Rehabilitation Program in this country.

Two recent visitors from Poland were Mrs. Helena Larek of the Department for the Rehabilitation of the Disabled, Ministry of Health and Social Welfare, and Mr. S. K. Hirszel, Head of the Psychotechnical Laboratory at the State Rehabilitation Sanatorium. They had been granted United Nations Fellowships to pursue further studies in the United States and Canada.

Older Workers Found in Many Occupations

At time of 1961 Census, almost one third of Canada's labour force, 32.7 per cent or 2,100,000 persons, were 45 or over

Workers aged 45 and over were distributed through the entire range of occupations, from labourers to professionals, according to a recent publication* of the Census Division, Dominion Bureau of Statistics.

Figures on the 1961 Census of Canada show that in the labour force in 1961 there were more than 2,100,000 workers aged 45 and over. This represents 32.7 per cent of the labour force.

Analysis of the distribution of these 2,100,000 workers by occupation shows that about 1,081,000, or 51.3 per cent, were engaged in agriculture and occupations traditionally classed as "blue-collar" jobs, involving for the most part manual skills and/or heavy physical labour. The remaining 48.7 per cent are in occupations classed as managerial, professional or "white-collar," including sales, clerical and service occupations.

Occupational Classification

Occupational classification for the Census is by the main type of work done. Most unskilled workers, however, irrespective of the nature of their work, are grouped under the heading of "labourers."

In the agriculture and "blue-collar" group, by far the most numerous, almost half a million, are the craftsmen, production process and related workers, for the most part in the manufacturing industry. Forming the second largest group were 300,000 farmers, farm workers and stock-raisers. Almost 101,000 workers were in transport and communication occupations, and loggers, miners, fishermen and labourers together accounted for more than 140,000.

Almost 45,000 of the workers aged 45 and over did not state their occupation.

The 1961 Census shows that in the managerial, professional and "white-collar" group, there were more that 277,000 workers in service and recreation occupations. Persons in managerial occupations numbered almost 262,000; those in professional and technical occupations, almost 180,000.

Nearly 195,000 persons aged 45 or over were engaged in clerical occupations, and a further 119,000 were in sales occupations.

The DBS publication also shows the distribution of these workers aged 45 or over by industry.

Community, business and personal services employed almost 450,000 workers aged 45 or over; manufacturing industries employed a further 431,000. Almost 301,000 workers were in trade. Transportation, storage, communication, electric power, gas and water utilities accounted for nearly 192,000 older workers.

Workers in finance, insurance and real estate numbered nearly 63,000, and there were more than 144,000 in public administration and defence.

Other industries and the numbers of workers aged over 45 they employed were: construction (122,000), mines (34,000), forestry (29,000) and fishing and trapping (13,000).

Within the labour force aged 45 and over, there were 510,000 female workers; they accounted for almost 53 per cent of those in clerical occupations, 51 per cent of those in service and recreation occupations, 44 per cent of those in professional occupations, and just over 41 per cent of those in sales.

Occupations having smaller percentages of females (with percentages in brackets) were managerial (12.2), craftsmen, production process and related workers (10.6), farms and farm workers (10.3) and transport and communication occupations (8.8).

In the distribution by industry, more than 54 per cent of the workers aged 45 and over in community service were females, and 30 per cent of those in trade were females. Other industries in which there were significant percentages of female workers were finance, insurance and real estate (26.0), manufacturing (20.6), public administration (18.7), agriculture (10.9) and transportation (9.3).

Analysis of the publication shows that more than 2,100,000 workers both male and female, or 32.7 per cent of the labour force, who are aged 45 or over are actively engaged in a wide range of occupations in every industry. Almost three quarters of these persons have full-time employment.

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* *Selected Statistics on the Older Population of Canada.* Census Division Cat. No. 91-507, Queen's Printer, Price 75c.

Canadian Conference on the Family

To stir up interest in problems facing modern families, the Governor General and Madame Vanier sponsor four-day meeting of welfare workers, sociologists, psychologists, and churchmen

"The family is the basic unit of our society; upon its strength and vitality depends the moral fibre of a nation." This conviction and a deep concern for the Canadian family prompted His Excellency the Governor General and Her Excellency Madame Vanier to instigate and sponsor the Canadian Conference on the Family, which took place in Ottawa June 7-10.

The purpose of the Conference was to stir up an active public interest in and to promote a concerted study by individual research workers and various agencies into the problems facing the modern family. It was not intended as a problem-solving conference but rather as a means of pinpointing areas needing further study and attention.

The organization of the Conference consisted of a national council chosen by the Governor General, an executive committee with working committees, and executive staff of three persons drawn from the field of social work.

The Conference was almost 18 months in preparation, and the involvement and interest of many organized groups had been assured through a series of consultations, meetings, and interviews.

Groups and individuals had been invited to submit briefs and papers on the aspects of family life that were of particular concern to them. A cross-section of knowledge and recommendations was thus obtained in approximately 40 briefs.

Participants at the four-day Conference were selected to represent as many points of view and fields of relevant knowledge as possible. They included: welfare workers, sociologists, psychologists, members of religious orders, and others from all walks of life.

Four experts were asked to assume major roles. They were: Dr. Frederick Elkin, Associate Professor of Sociology, University of Montreal; Dr. Philippe Garigue, Dean of the Faculty of Social Sciences, University of Montreal; Dr. N. B. Epstein, Psychiatrist-in-Chief, Jewish General Hospital, Montreal; and Dr. Kaspar D. Naegele, Professor of Sociology, University of British Columbia.

Dr. Elkin's contribution is a 180-page report, *The Family in Canada.* It is a reference book on existing information on the family and was the basic text studied by all participants.

The report includes a brief history of the family in Canada; demographic data; types of families—rural, French-Canadian, and other ethnic groups; family economic patterns, housing, mobility, and leisure; family roles and relationships; and a look at research on the atypical or deviant family.

In dealing with the family in which the mother is working outside the home, Dr. Elkin drew upon the Women's Bureau survey of *Married Women Working for Pay in Eight Canadian Cities.* This survey stands almost alone in research done on this relatively new aspect of Canadian family life.

Program highlights were: the opening and closing addresses by the Governor General; papers by Dr. Garigue and Dr. Epstein titled respectively "Permanence and changes in ideas on the family" and "The dynamics of family life"; a talk by Dr. Naegele on "Social forces affecting the family and its reaction to them"; and a closing summary by Dr. J. F. Leddy, President of the University of Windsor.

Round-table discussions on particular aspects of family life and factors affecting it were part of the Conference. On the final day, a panel of four persons synthesized the results of the discussions in a plenary session. They titled their presentation "The Canadian Family Present and Future".

An imaginative exhibit depicting, through photographs and text, the housing needs of the family through successive stages of its growth had been prepared by the Central Mortgage and Housing Corporation.

The Canadian Film Institute, in cooperation with the National Film Board, had compiled a special catalogue of 16mm films on the family and a display of books had been arranged by the Carleton University bookstore.

Delegates gave unanimous approval to a resolution that a permanent body be established to carry farther the work initiated at the Conference.

The National Council will now give careful study and consideration to the task of forming such an organization.

Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements expiring During July, August and September

(except those under negotiation in June)

Company and Location	Union
Abitibi Power & Paper, northern Ontario	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Atlantic Sugar Refineries, Saint John, N.B.	Bakery Wkrs. (CLC)
Campbell Chibougamau Mines, Chibougamau, Que.	Steelworkers (AFL-CIO/CLC)
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que.	Clothing Wkrs. Federation (CNTU)
Consolidated Paper, Les Escoumins, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Ste. Anne de Portneuf, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Continental Can, Chatham, Toronto, Ont. & Vancouver, B.C.	Steelworkers (AFL-CIO/CLC)
Domtar Newsprint (Nipigon Woodlands Dept.), Nipigon, Ont.	Carpenters (Lumber & Sawmill Workers) (AFL-CIO/CLC)
General Steel Wares & Easy Washing Machine, London, Toronto, Ont. & Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Northern Forest Products, Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Outboard Marine, Peterborough, Ont.	Steelworkers (AFL-CIO/CLC)
Provincial Transport, Que.	Railway, Transport & General Wkrs. (CLC)
Spruce Falls Power & Paper, Kapuskasing, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Saskatchewan Gov't. Telephones	Communications Wkrs. (AFL-CIO/CLC)
Saskatchewan Government	Sask. Gov't. Empl. Assn. (Ind.) (classified services)
Towboat Owners' Assn., B.C.	Merchant Service Guild (CLC)
Trucking Assn. of Que., province-wide	Teamsters (Ind.)

Part II—Negotiations in Progress During June

(except those concluded in June)

Bargaining

Company and Location	Union
Air Canada	Machinists (AFL-CIO/CLC)
Algoma Ore Properties, Wawa, Ont.	Steelworkers (AFL-CIO/CLC)
Algoma Steel, Sault Ste. Marie, Ont.	Steelworkers (AFL-CIO/CLC)
Anglo-Nfld. Development, Bowater's Nfld. Pulp & Paper, Nfld. Contractors' Assn., Nfld.	Carpenters (AFL-CIO/CLC)
Anglo-Nfld. Development, Grand Falls Nfld.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Associated Clothing Mfrs., Montreal, Que.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
B.C. Hydro & Power Authority	Street Railway Empl. (AFL-CIO/CLC)
B.C. Telephone	B.C. Telephone Wkrs. (Ind.)
Burns & Co. (Eastern), Kitchener, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Burns & Co. (6 plants), western Canada	Packinghouse Wkrs. (AFL-CIO/CLC)
Canada Safeway, Dominion Stores, I.G.A., Loblaw's & others, B.C.	Retail Clerks (AFL-CIO/CLC)
Canada Safeway, Loblaw's, Shop Easy & others, Vancouver, Victoria, New Westminster & other centres, B.C.	Butcher Workmen (AFL-CIO/CLC)
Canada Wire & Cable, Leaside, Ont.	U.E. (Ind.)
Cdn. British Aluminum, Baie Comeau, Que.	Metal Trades' Federation (CNTU)
Cdn. Celanese, Drummondville, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Cdn. Celanese, Sorel, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Cdn. Vickers (Engineering Div.), Montreal, Que.	Boilermakers (AFL-CIO/CLC), Machinists (AFL-CIO/CLC) & others
Cloak Mfrs. Assn., Toronto, Ont.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Courtaulds Canada, Cornwall, Ont.	Textile Wkrs. Union (AFL-CIO/CLC)
Dominion Glass, Redcliff, Alta.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Domtar Newsprint, Dolbeau, Que.	Bush Wkrs., Farmers' Union (Ind.)
Eastern Canada Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Edmonton City, Alta.	IBEW (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (clerical empl.)
Edmonton City, Alta.	Public Empl. (CLC) (outside empl.)
Halifax Shipyards (Dosco), Halifax & Dartmouth, N.S.	Marine Wkrs. (CLC)
Hamilton Cotton & sudsids., Hamilton, Dundas & Trenton, Ont.	Textile Wkrs. Union (AFL-CIO/CLC)

Company and Location	Union
Hopital Notre Dame, Montreal, Que.	Service Empl. Federation (CNTU)
Hopital Ste. Jeanne d'Arc, Montreal, Que.	Service Empl. Federation (CNTU)
Hopital Ste. Justine, Montreal, Que.	Service Empl. Federation (CNTU)
Hospitals (7), Montreal & other centres, Que.	Service Empl. Federation (CNTU)
Hotel Dieu de Montreal, Montreal, Que.	Service Empl. Federation (CNTU)
Hydro-Electric Power Commission of Ontario	Public Empl. (CLC)
Kelly, Douglas & Co., Vancouver & other centres, B.C.	Empl. Assn. (Ind.)
Legrade Inc. & Eastern Abattoirs, Montreal & Quebec, Que.	Packinghouse Wkrs. (AFL-CIO/CLC)
McCormick's Ltd., London, Ont.	Millers (AFL-CIO/CLC)
Montreal General Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
Montreal Transportation Commission, Montreal, Que.	Railway, Transport & General Wkrs. (CLC)
New Brunswick Telephone	IBEW (AFL-CIO/CLC) (traffic empl.)
Okanagan Federated Shippers' Assn., Okanagan Valley, B.C.	CLC-chartered local
Pacific Press, Vancouver, B.C.	Newspaper Guild (AFL-CIO/CLC)
Provincial Paper, Thorold, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (inside empl.)
RCA Victor, Montreal, Que.	IUE (AFL-CIO/CLC)
Royal Victoria Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
Sask. Wheat Pool (Country Elevator Div.), Sask.	Sask. Wheat Pool Empl. (CLC) (operating empl.)
Shawinigan Water & Power, province-wide, Que.	Public Service Empl. Federation (CNTU)
Steel Co. of Canada (Canada Works), Hamilton, Ont.	Steelworkers (AFL-CIO/CLC)
Steel Co. of Canada (Hamilton Works), Hamilton, Ont.	Steelworkers (AFL-CIO/CLC)
Steel Co. of Canada, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Toronto City, Ont.	Fire Fighters (AFL-CIO/CLC)
Toronto City, Ont.	Public Empl. (CLC) (inside empl.)
University of Saskatchewan, Saskatoon, Sask.	CLC-chartered local

Conciliation Officer

Aluminum Co. of Canada, Arvida & other centres, Que.	Metal Trades' Federation (CNTU)
Aluminum Co. of Canada, Ile Maligne, Que.	Metal Trades' Federation (CNTU)
Aluminum Co. of Canada, Shawinigan, Que.	Metal Trades' Federation (CNTU)
Assn. Patronale du Commerce (Hardware), Quebec, Que.	Commerce & Office Empl. (CNTU)
Auto dealers, garages (various), Vancouver, B.C.	Machinists (AFL-CIO/CLC)
B.C. Hotels Assn., Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC)
Canada Building Materials & others, Toronto, Ont.	Teamsters (Ind.)
Canada Packers (8 plants), Canada-wide	Packinghouse Wkrs. (AFL-CIO/CLC)
Canada Steamship Lines, Ont. & Que.	Railway Clerks (AFL-CIO/CLC)
CBC, company-wide	Moving Picture Machine Operators (AFL-CIO/CLC)
Cdn. General Electric, Montreal & Quebec, Que.	IUE (AFL-CIO/CLC)
Cdn. Lake Carriers Negotiating Committee	Seafarers (AFL-CIO) (unlicensed personnel)
CPR, system-wide	Trainmen (AFL-CIO/CLC) (dining car staff)
Cdn. Vickers, Montreal, Que.	Metal Trades' Federation (CNTU)
Carling, Labatt's, Molson, O'Keefe & other breweries, Winnipeg, Man.	Brewery Wkrs. (AFL-CIO/CLC)
Celgar, Rayonier Canada & B.C. Forest Products, Watson Island, Woodfibre & Crofton, B.C.	Pulp & Paper Wkrs. of Canada (Ind.)
Coal Operators' Assn., Alta. & B.C.	Mine Wkrs. (Ind.)
Dominion Stores, Hamilton & other centres, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
E. B. Eddy, Hull, Que.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mile Wkrs. (AFL-CIO/CLC) & others
Glove Mfrs. Assn., Loretteville, Montreal, St. Raymond & St. Tite, Que.	Clothing Workers' Federation (CNTU)
Imperial Tobacco & subsidiaries, Ont. & Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Interior Forest Labour Relations Assn., southern B.C.	Woodworkers (AFL-CIO/CLC)
Manitoba Telephone	IBEW (AFL-CIO/CLC) (traffic empl.)
Motor Transport Industrial Relations Bureau (car carriers), Ont. & Que.	Teamsters (Ind.)
John Murdock, St. Raymond, Que.	Bush Workers, Farmers' Union (Ind.)
Northern Interior Lumbermen's Assn. B.C.	Woodworkers (AFL-CIO/CLC)
Power Super Markets, Hamilton, Oshawa & Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Swift Cdn., (6 plants), Canada-wide	Packinghouse Wkrs. (AFL-CIO/CLC)
Toronto City, Ont.	Public Empl. (CLC) (outside empl.)
Toronto Metro, Ont.	Public Empl. (CLC) (inside empl.)
Toronto Metro, Ont.	Public Empl. (CLC) (outside empl.)
United Keno Hill Mines, Elsa, Y.T.	Mine, Mill & Smelter Wkrs. (Ind.)

Conciliation Board

Company and Location	Union
Bakeries (various), Greater Vancouver, B.C.	Bakery Wkrs. (CLC)
Cdn. General Electric, Cobourg & Oakville, Ont.	IUE (AFL-CIO/CLC)
Consolidated Mining & Smelting, Trail, Kimberley, Riondel & Salmo, B.C.	Mine, Mill & Smelter Wkrs. (Ind.)
Fisheries Assn. & cold storage cos., B.C.	United Fishermen (Ind.) & Native Brotherhood (Ind.) (shore wkrs.)
Fisheries Assn., B.C.	United Fishermen (Ind.) (tendermen)
International Nickel, Thompson, Man.	Steelworkers (AFL-CIO/CLC)

Post-Conciliation Bargaining

CNR, CPR & other railways	15 unions (non-operating empl.)

Industrial Inquiry Commission

Nfld. Employers' Assn., St. John's, Nfld.	Longshoremen's Protective Union (Ind.)

Arbitration

Assn. Patronale des Services Hospitaliers, (5 hospitals), Drummondville & other centres, Que.	Service Empl. Federation (CNTU)
Hotel Dieu St. Vallier, Chicoutimi, Que.	Service Empl. Federation (CNTU)
Ottawa City, Ont.	Public Empl. (CLC)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (outside empl.)

Work Stoppage

Dupuis Freres, Montreal, Que.	Commerce & Office Empl. (CNTU)

Part III—Settlements Reached During June 1964

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

ALUMINUM CO. OF CANADA, KINGSTON, ONT.—STEELWORKERS (AFL-CIO/CLC): 2-yr. agreement covering 1,400 empl.—general wage increases of 6¢ an hr. eff. May 8, 1964 and 6¢ an hour eff. May 8, 1965; Boxing Day to be ninth paid holiday in 1965; evening and night shift premiums to be increased to 9¢ and 12¢ respectively eff. May 8, 1965 (at present 7¢ and 10¢); company will continue to pay full cost of medical and hospital insurance; new provision for jury duty supplement; rate for labourer will be $2.08 an hr. after May 8, 1965; agreement to expire May 18, 1966.

ASSN. PATRONALE DES MFRS. DE CHAUSSURES, QUEBEC, QUE.—LEATHER & SHOE WKRS. FEDERATION (CNTU): 2-yr. agreement covering 1,100 empl.—general wage increases of 8¢ an hr. retroactive to Jan. 1, 1964 and 3¢ an hr. eff. April 1, 1965; adjustments of 7¢ and 9¢ an hr. for certain classifications; wage increases of 10¢ an hr. retroactive to Jan. 1, 1964 and 5¢ an hr. eff. April 1, 1965 for maintenance empl. of one member company; 8 paid holidays (formerly 6); 3 wks. vacation after 20 yrs. of service; weekly indemnity increased to $42 (formerly $30); provision for bereavement leave introduced; provision for joint consultation for transfer and adaptation of empl. prior to technological change; agreement to expire March 31, 1966.

BATHURST POWER & PAPER (CHALEURS DIV.) (FORMERLY CASCAPEDIA MFG. & TRADING) GASPE PENINSULA DIV.—BUSH WKRS., FARMERS' UNION (IND.): 2-yr. agreement covering 500 empl.; wage increases of 35¢ to $2.20 a day effective May 1, 1964 and 15¢ to 40¢ a day effective April 1, 1965; additional increases in piecework rates effective May 1, 1964 and April 1, 1965; vacation pay to be 3% of gross earnings after 60 days of service (formerly 2½% after 75 days); rate for labourer will be $11.00 a day after April 1, 1965; agreement to expire March 31, 1966.

CDN. GENERAL ELECTRIC, GUELPH, PETERBOROUGH & TORONTO, ONT.—UE (IND.): 3-yr. agreement covering 5,500 empl.—general wage increases of 6¢ an hr. (Peterborough & Toronto) and 8¢ an hr. (Guelph) retroactive to Dec. 24, 1963, 6¢ an hr. eff. Dec. 24, 1964, and 6¢ an hr. eff. Dec. 24, 1965; 2 wks. vacation after 3 yrs. of service (formerly after 5 yrs.); 3 wks. vacation after 12 yrs. of service (formerly after 15 yrs.); 4 wks. vacation after 23 yrs. of service in 1966 (at present after 25 yrs.); improved medical and surgical insurance plan adopted; company-paid medical insurance up to $4,000 for retired empl.; employer to pay 90% (formerly 70%) of life insurance premiums; rate for labourer will be $2.18½ an hr. after Dec. 24, 1965; agreement to expire Dec. 24, 1966.

CNR, WESTERN REGION—LOCOMOTIVE ENGINEERS (IND.): 3-yr. agreement covering 890 empl.—wage increases of 4% eff. May 1, 1964, 4% eff. May 1, 1965 and 4% eff. May 1, 1966 for yard service empl.; wage increases of 1% eff. May 1, 1964, 1% eff. May 1, 1965 and 1½% eff. May 1, 1966 for road service empl.; improvements in sickness and accident benefit plan; agreement to expire April 30, 1967.

CPR, SYSTEM-WIDE—LOCOMOTIVE FIREMEN & ENGINEMEN (AFL-CIO/CLC): 3-yr. agreement covering 1,880 empl.—wage increases of 1% eff. July 1, 1964, 1% eff. April 1, 1965, 1% eff. Jan. 1, 1966 and 1% eff. Oct. 1, 1966 for empl. in freight and yard service; wage increases of 1% eff. July 1, 1964, 1% eff. Feb. 1, 1965, 1% eff. Sept. 1, 1965, 2% eff. April 1, 1966 and 1½% eff. Nov. 1, 1966 for empl. in hostling and passenger service; agreement to expire June 30, 1967.

CDN. WESTINGHOUSE, HAMILTON, ONT.—UE(IND.): 3-yr. agreement covering 3,500 empl.—general wage increases of 6¢ an hr. eff. April 23, 1964, 6¢ an hr. eff. April 23, 1965 and 6¢ an hr.

eff. Apil 23, 1966; additional classification adjustments ranging from 2¢ to 7¢ an hr. in 1964; incremental increases of 0.4¢ in 1964 and 1965; 2 wks. vacation after 1 yr. of service (formerly after 3 yrs.) and 3 wks. vacation after 12 yrs. of service (formerly after 15 yrs.) in 1964; 4 wks. vacation after 23 yrs. of service in 1966 (at present after 25 yrs.); new provisions for jury duty pay and bereavement leave; improved company-paid basic and major medical and surgical plan adopted; company to pay medical and surgical insurance premiums up to 1½ mos. and to share half the cost for the remaining time up to 6 mos. for laid-off empl.; company to pay basic medical and surgical insurance premiums for pensioners and spouses; new insurance plan adopted to provide twice annual wages for death in the course of travel on company business; additional life insurance of $4,000 for male empl. and $2,000 for female empl. to be available at 45¢ per $1,000 along with present life insurance of $4,000; improved disability benefit plan providing for $35 a wk. (formerly $30) during second 26 wks. and maintaining benefits for first 26 wks. at 50% of wages to a maximum of $60 a wk.; rate for male labourer will be $2.19 an hr. after April 23, 1966; agreement to expire April 23, 1967.

Cluett Peabody, Kitchener & Stratford, Ont.—Amalgamated Clothing Wkrs. (AFL-CIO/CLC): 2-yr. agreement covering 800 empl.—wage increases of 6¢ an hr. eff. May 31, 1964 and 4¢ an hr. eff. May 31, 1965; weekly sickness and accident indemnities increased to $25 for females (formerly $20) and $40 for males (formerly $25); rate for warehouseman will be $1.73 an hr. after May 31, 1965; agreement to expire May 31, 1966.

Collingwood Shipyards, Collingwood, Ont.—Steelworkers (AFL-CIO/CLC): 3-yr. agreement covering 880 empl.—settlement pay of 5¢ an hr. from April 1, 1964 to July 1, 1964; wage increases of 4¢ an hr. eff. April 1, 1965, 4¢ an hr. eff. Oct. 1, 1965, 4¢ an hr. eff. April 1, 1966 and 5¢ an hr. eff. Oct. 1, 1966; company to contribute 4¢ an hr. eff. Oct. 1, 1966 toward proposed government pension plan; company to assume total cost up to $26 a mo. per empl. of welfare provisions eff. July 1, 1964; rate for labourer will be $1.84 an hr. after Oct. 1, 1966; agreement to expire March 31, 1967.

Davie Shipbuilding, Lauzon, Que.—Metal Trades' Federation (CNTU): 3-yr. agreement covering 1,100 empl.—wage increases of 6¢ an hr. eff. Jan. 1, 1964, 5¢ an hr. eff. May 1, 1964, 5¢ an hr. eff. May 1, 1965 and 8¢ an hr. eff. Jan. 1, 1966; company to contribute toward pension fund 4¢ an hr. eff. Jan. 1, 1965 for 10 yrs. for past service and 4¢ an hr. eff. Jan. 1, 1966 for future service; 8 paid holidays maintained and Thanksgiving Day to replace Immaculate Conception Day; rate for labourer will be $2.06 an hr. after Jan. 1, 1966; agreement to expire Dec. 31, 1966.

Dominion Engineering, Lachine, Que.—Machinists (AFL-CIO/CLC): 3-yr. agreement covering 800 empl.—settlement pay of $20; wage increases of 4¢ an hr. eff. June 20, 1964, 4¢ to 6¢ an hr. eff. March 27, 1965 and 4¢ to 6¢ an hr. eff. March 27, 1966; 4 wks. vacation after 25 yrs. of service (formerly after 29 yrs.); agreement to expire May 27, 1967.

Dominion Textile, Montmorency, Sherbrooke, Magog & Drummondville, Que.—Textile Federation (CNTU): 2-yr. agreement covering 4,000 empl.—settlement pay of $55 from Feb. 16, 1964; wage increases of 9½¢ an hr. eff. June 1, 1964 and 5¢ an hr. eff. Feb. 16, 1965 for bonus empl.; wage increases of 13¢ an hr. eff. June 1, 1964 and 5¢ an hr. eff. Feb. 16, 1965 for hourly wkrs.; wage increases of 25¢ an hr. eff. June 1, 1964 and 5¢ an hr. eff. Feb. 16, 1965 for tradesmen; vacation pay to be 4% of earnings after 5 yrs. of service and 5% after 10 yrs. of service (formerly 4% after 5 to 14 yrs. of service), 6% after 15 yrs. of service, 7% after 20 yrs. of service (formerly 6%), and 8% after 25 yrs. of service (formerly 7%); agreement to expire Feb. 15, 1966.

Dominion Textile, Montreal Que.—United Textile Wkrs. (AFL-CIO/CLC): 2-yr. agreement covering 1,300 empl.—settlement pay of $55 from Feb. 9, 1964; wage increases of 9½¢ an hr. eff. June 1, 1964 and 5¢ an hr. eff. Feb. 9, 1965 for bonus empl.; wage increase of 13¢ an hr. eff. June 1, 1964 and 5¢ an hr. eff. Feb. 9, 1965 for hourly wkrs.; wage increases of 25¢ an hr. eff. June 1, 1964 and 5¢ an hr. eff. Feb. 9, 1965 for tradesmen; vacation pay to be 4% of earnings after 5 yrs of service and 5% after 10 yrs. (formerly 4% after 5 to 14 yrs. of service), 6% after 15 yrs. of service, 7% after 20 yrs. of service (formerly 6%) and 8% after 25 yrs. (formerly 7%); agreement to expire Feb. 8, 1966.

Domtar Pulp & Paper (Howard Smith Paper Div.), Cornwall, Ont.—Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC): 1-yr. agreement covering 2,000 empl.—general wage increase of 9¢ an hr. eff. May 1, 1964; additional classification adjustments ranging from 1¢ to 15¢ an hr. eff. May 1, 1964; evening and night shift premiums increased to 8¢ and 13¢ respectively (formerly 7¢ and 12¢); 2 wks. vacation after 2 yrs. of service (formerly after 5 yrs.); company contribution toward welfare plan increased by 25¢ per mo. for each eligible empl. eff. May 1, 1964; agreement to expire April 30, 1965.

Forest Industrial Relations, B.C. coast—Woodworkers (AFL-CIO/CLC): 2-yr. agreement covering 27,000 empl.—general wage increases of 15¢ an hr. eff. June 15, 1964 and 13¢ an hr. eff. June 15, 1965; additional wage increase of 15¢ an hr. for tradesmen eff. June 15, 1964; weekly indemnity increased to $50 payable up to 39 wks. (formerly $35 payable up to 26 wks.); rate for labourer will be $2.36 an hr. after June 15, 1965; agreement to expire June 15, 1966.

Hollinger Consolidated Gold Mines, Timmins, Ont.—Steelworkers (AFL-CIO/CLC): 1-yr. agreement covering 1,300 empl.—settlement pay of $25; wage increase of 6½¢ an hr. eff. June 17, 1964; 2¢ an hr. additional for all hrs. worked from June 17, 1964 for permanent empl. whose service is terminated due to mine closure; severance pay of $40 per yr. of service at time of mine closure; rate for mill labour $1.38½ an hr.; agreement to expire June 17, 1965.

Hospitals (13), Montreal, Lachine, Verdun, Valleyfield & Joliette, Que.—Service Empl. Federation (CNTU) (*registered nurses*): 3-yr. agreement covering 1,200 empl.—salary increases of $6 a wk. retroactive to Jan. 1, 1963, $4.50 a wk. eff. Jan. 1, 1964 and $3.50 a wk. eff. Jan. 1, 1965; work week to consist of 5 days @ 7½ hrs., and nurses are to be on hospital premises 8 hrs. a day; 10 paid holidays; 4 wks. vacation after 1 yr. of service; paid sick leave (maximum 120 working days) of 1 working day per mo. of service after ½-yr. of service, and 1½ working days per mo. of service after 5 yrs. of service; unpaid maternity leave to be taken in seventh mo. of pregnancy and nurse obliged to return to work between 45th and 60th day after childbirth; agreement to expire Dec. 31, 1965.

(*Continued on page 636*)

48th Conference—Canadian Delegation

Canada's 27-member delegation to 1964 International Labour Conference includes Minister and Deputy Minister of Labour

Canada had a 27-member delegation at the 48th International Labour Conference in Geneva from June 17 to July 9. Hon. Allan J. MacEachen, Minister of Labour; Manitoba Minister of Labour Hon. Obie Baizley, and Hon. Mr. Justice Joseph Marineau, President of the Workmen's Compensation Commission of Quebec, accompanied the delegation.

Heading the delegation again was George V. Haythorne, Deputy Minister of Labour, who was also one of the two Government Delegates; the other was John Mainwaring, Director, International Labour Affairs Branch, Department of Labour.

Joseph Morris, Executive Vice-President of the Canadian Labour Congress, once more was the Worker Delegate. The Employer Delegate was Patrick Draper, Vice-President of Canada Iron Foundries, Limited, Montreal.

This year's delegation had more women then ever before. Miss Marion V. Royce, Director of the Women's Bureau, and Miss Evelyn Woolner of the Legislation Branch, Department of Labour, were government advisers, and Miss Huguette Plamondon, a CLC regional vice-president, was a worker adviser.

The agenda of the conference included second discussion of draft instruments concerning hygiene in commerce and offices, and benefits in case of industrial accidents and occupational diseases. First discussions were held on the employment of young persons in underground work in mines, and women workers in a changing world.

The Canadian delegation comprised:

Government Delegation—Mr. Haythorne and Mr. Mainwaring; Substitute Government Delegate, Saul Rae, Ambassador and Permanent Representative of Canada to the European Office of the United Nations, Geneva; Advisers: J. H. Currie, Director, Accident Prevention and Compensation Branch; Miss Royce and Miss Woolner, all Department of Labour, Ottawa; R. M. Adams, Canadian Labour Counsellor, Brussels; W. E. Bauer, First Secretary, Canadian Permanent Mission, Geneva; J. A. Beesley, First Secretary, Canadian Permanent Mission, Geneva; James A. Byrne, Parliamentary Secretary to the Minister of Labour; G. T. Dyer, Deputy Minister of Labour, Newfoundland; C. R. Ross, Occupational Health Division, Department of National Health and Welfare, Ottawa.

Worker Delegation—Mr. Morris; Substitute Worker Delegate and Adviser, Kalmen Kaplansky, Director of the CLC International Affairs Department; Advisers: L. A. Behie, Representative, United Steelworkers of America, Timmins; A. R. Gibbons, Secretary, National Legislative Committee, International Railway Brotherhoods, and Vice-President and National Representative, Brotherhood of Locomotive Firemen and Enginemen, Ottawa; Rene Harmegnies, CNTU, Quebec; A. G. Hearn, International Vice-President, Building Service Employees' International Union, Toronto; Miss Huguette Plamondon, CLC Quebec Regional Vice-President.

Employer Delegation—Mr. Draper; Substitute Employer Delegate and Adviser; J. P. Després, Director, Industrial Relations, Iron Ore Company of Canada, Sept-Iles, Que.; Advisers: J. G. Crean, President, Robert Crean & Co., Limited, Toronto; S. D. McMorran, Assistant Vice-President, The Bell Telephone Company of Canada, Montreal; Jack Ramage, Assistant Manager, Labour Relations, CPR, Montreal; G. A. Richardson, General Secretary, Railway Association of Canada, Montreal; Peter Stevens, Director of Labour Relations and Training, Canadian Construction Association, Ottawa.

Adviser and Administrative Secretary to the delegation was Gilbert Séguin, Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour, Ottawa. Miss Isabelle Lefort, Assistant Private Secretary to the Minister of Labour, was assistant secretary of the Canadian delegation.

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during May. The Board issued three certificates designating bargaining agents, ordered two representation votes, rejected two applications for certification, and granted one application for revocation of certification. During the month the Board received 12 applications for certification and allowed the withdrawal of three such applications.

Applications for Certification Granted

1. Canadian Maritime Union, on behalf of a unit of unlicensed personnel employed by Upper Lakes Shipping Ltd., Toronto, Ont. (L.G., June, p. 495). The Seafarers' International Union of Canada had intervened.

2 District 50, United Mine Workers of America, on behalf of a unit of employees of the Canadian Westinghouse Company Limited, employed in its Atomic Fuel Department, Port Hope, Ont. (L.G., June, p. 495).

3. Canadian Merchant Service Guild, Inc., Eastern Branch, on behalf of a unit of mates employed by Trans-World Chartering Limited, Montreal, Que. (L.G., June p. 495). Local Union 13946, District 50, United Mine Workers of America, had intervened. In reaching its decision, the Board considered that the collective agreement between the intervener and the respondent was not a bar to the application for certification.

Representation Votes Ordered

1. General Truck Drivers Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, Liquid Cargo Lines Limited, Montreal, Que., respondent, and W. A. Presswood, intervener. The Board directed that only the name of the applicant appear on the ballot (L.G., June, p. 495) (Returning Officer: A. B. Whitfield).

2. Seafarers' International Union of Canada, applicant, Transworld Chartering Limited, Montreal, Que., respondent, and Local 13946, District 50, United Mine Workers of America, intervener. The Board considered that the collective agreement between the intervener and the respondent was not a bar to the application for certification, and directed that the names of both the applicant and intervener appear on the ballot (L.G., June, p. 495) (Returning Officer: Miss M.-P. Bigras).

Applications for Certification Rejected

1. International Union of Operating Engineers Local 882, applicant, National Harbours Board, Vancouver, B.C., respondent, and Vancouver Harbour Employees Association, intervener (L.G., May, p. 397). The application was rejected for the reason that in the circumstances of the case the proposed unit is not appropriate for collective bargaining under the provisions of Section (8) of the Act.

2. Rempel-Trail Transportation Employees' Association, applicant, Rempel-Trail Transportation Limited, Edmonton, Alta., respondent, and General Truck Drivers and Helpers Union, Local 31, and General Teamsters Union, Local 181, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, interveners (L.G., June, p. 495). The application was rejected for the reason that the Board is still not satisfied that the applicant is a *bona fide* and functioning trade union within the meaning of the Industrial Relations and Disputes Investigation Act, no new satisfactory evidence having been furnished beyond what was provided at the time the Board rejected, on July 29, 1963, an earlier application by the same applicant.

Application for Revocation Granted

The Board granted an application for revocation of certification made by the Board of Employees of John Kron and Son Limited, applicant, John Kron and Son Limited, Winnipeg, Man., respondent, and General Drivers, Warehousemen and Helpers, Local 979, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent (L.G., June, p. 493). The application was for the revocation of the certification issued by the Board on November 8, 1957 to Local 979 in respect of a unit of employees of the respondent company at its Winnipeg terminal.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Ministry of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

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Applications for Certification Received

1. Seafarers' International Union of Canada, on behalf of a unit of unlicensed personnel employed by Quebec Cartier Mining Company, Port Cartier, Que. (Investigating Officer: Miss M.-P. Bigras).

2. Brotherhood of Railway Running Trades, on behalf of a unit of operating employees of The Shawinigan Falls Terminal Railway, Shawinigan, Que. (Investigating Officer: C. E. Poirier).

3. United Packinghouse, Food and Allied Workers, Local 1145, on behalf of a unit of employees of Maple Leaf Mills Limited, Calgary, Alta. (Investigating Officer: G. H. Purvis).

4. Association of Canadian Television and Radio Artists, on behalf of a unit of employees of the Canadian Marconi Company, Montreal, Que. (Radio Station CFCF) (Investigating Officer: Miss M.-P. Bigras).

5. Brotherhood of Railroad Trainmen, on behalf of a unit of yard conductors and yard brakemen employed by The Shawinigan Falls Terminal Railway, Shawinigan Que. (Investigation Officer: C. E. Poirier).

6. Brotherhood of Locomotive Engineers, on behalf of a unit of locomotive engineers and helpers employed by The Shawinigan Falls Terminal Railway, Shawinigan, Que. (Investigating Officer: C. E. Poirier).

7. National Syndicate of Employees of the Montreal Harbour, Grain Elevators Section (CNTU), on behalf of a unit of employees of the National Harbours Board, Montreal, Que. (Investigating Officer: Miss M.-P. Bigras).

8. National Syndicate of Employees of the Montreal Harbour, General Operations Section, (CNTU), on behalf of a unit of employees of the National Harbours Board, Montreal, Que. (Investigating Officer: Miss M.-P. Bigras).

9. National Syndicate of Employees of the Montreal Harbour, Cold Storage Plant Section (CNTU), on behalf of a unit of employees of the National Harbours Board,

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Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario: five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Montreal, Que. (Investigating Officer: Miss M.-P. Bigras).

10. International Longshoremen's and Warehousemen's Union, Ship and Dock Foremen, Local 514, on behalf of a unit of foremen employed by Louis Wolfe and Sons, (Vancouver) Limited, Vancouver, B.C., (Investigating Officer: D. S. Tysoe).

11. International Longshoremen's and Warehousemen's Union, Ship and Dock Foremen, Local 514, on behalf of a unit of foremen employed by Western Stevedoring Co. Ltd., Vancouver, B.C. (Investigating Officer: D. S. Tysoe).

12. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of clerical employees of Canada Steamship Lines., Montreal, Que., employed at Windsor, Ont. (Investigating Officer: R. L. Fournier).

Applications for Certification Withdrawn

1. National Association of Broadcast Employees and Technicians, applicant, and Niagara Television Limited, Hamilton, Ont., respondent (L.G., July 1963, p. 601).

2. International Union of Operating Engineers, Local 968, applicant, Canadian National Railways Hotel Department (Nova Scotian Hotel), respondent, and Hotel and Restaurant Employees' and Bartenders' International Union, Local 662, intervener (L. G., June, p. 495).

3. United Packinghouse, Food and Allied Workers, Local 511, applicant, and Maple Leaf Mills Limited, Calgary, Alta., respondent (L.G., June, p. 495).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During May, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Canadian Pacific Railway Company (dining-car-service employees) and Brotherhood of Railroad Trainmen (Conciliation Officer: T. B. McRae).

2. Canadian National Railways (Prairie and Mountain Regions) and Brotherhood of Locomotive Engineers (Conciliation Officer: J. S. Gunn).

3. Canadian Arsenals Limited (Small Arms Division), Long Branch, Ont., and The Canadian Union of Operating Engineers (Conciliation Officer: T. B. McRae).

4. Canadian National Railways (Borden-Cape Tormentine Ferry Service) and Canadian Merchant Service Guild, Inc. (Conciliation Officer: H. R. Pettigrove).

Settlements by Conciliation Officers

1. F. M. Yorke & Sons Limited, Vancouver, B.C., and International Longshoremen's and Warehousemen's Union (Conciliation Officer: D. S. Tysoe) (L.G., June, p. 495).

2. National Harbours Board, Port of Halifax, and Local 1843 of the International Longshoremen's Association (Conciliation Officer: D. T. Cochrane) (L.G., June, p. 495).

3. Buntain Bell and Co. Ltd. and J. A. Gormley Ltd., and Labourers' Protective Union No. 9568 (Conciliation Officer: H. R. Pettigrove) (L. G., June, p. 495).

4 *La Télévision de Québec (Canada) Ltée. (Postes CFCF-TV et CKMI-TV)*, and *L'Association Nationale des Employés et Techniciens en Radiodiffusion* (Conciliation Officer: C. E. Poirier) (L.G., June, p. 495).

5. Northland Navigation Company Limited, Vancouver, and Seafarers' International Union of Canada (Conciliation Officer: D. S. Tysoe) (L.G., June, p. 495).

6. Canadian Pacific Railway Company (British Columbia Coast Steamship Service) and Seafarers' International Union of Canada (Conciliation Officer: G. R. Currie) (L.G., May, 397).

7. Canadian National Railways and Canadian National Railways Police Association (Conciliation Officer: C. E. Poirier) (L.G., April, p. 289).

8. Baton Broadcasting Limited, Agincourt, Ont., and National Association of Broadcast Employees and Technicians (Conciliation Officer: T. B. McRae) (L.G., Feb., p. 131).

9. Canadian Pacific Air Lines, Limited, Vancouver, and Canadian Air Line Pilots' Association (Conciliation Officer: G. R. Currie) (L.G., Feb., p. 131).

10. Canadian Pacific Railway Company, Merchandise Services Department, Prairie and Pacific Regions (Clerical Staffs) and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: G. R. Currie) (L.G., Jan., p. 40).

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11. Canadian National Railways (Prairie and Mountain Regions) and Brotherhood of Locomotive Engineers (Conciliation Officer: J. S. Gunn) (see above).

12. Canadian Arsenals Limited (Small Arms Division), Long Branch, Ont., and The Canadian Union of Operating Engineers (Conciliation Officer: T. B. McRae) (see above).

Conciliation Boards Appointed

1. Maple Leaf Broadcasting Company Limited (Radio Station CHML, Hamilton) and National Association of Broadcast Employees and Technicians (L.G., May, p. 397).

2. Federal Electric Corporation, Paramus, New Jersey ("Dewline" operations in Canada), and Local 2085 of the International Brotherhood of Electrical Workers (no conciliation officer previously appointed).

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in April to deal with a dispute between Northwest Shipping (1962) Co. Ltd. and Northland Shipping (1962) Co. Ltd., Vancouver, and Local 400 of the Canadian Brotherhood of Railway, Transport and General Workers (L.G., June, p. 496), was fully constituted in May with the appointment of J. C. Ross of Vancouver as Chairman. Mr. Ross was appointed by the Minister on the joint recommendation of the other two members of the Board, Richard A. Mahoney, Vancouver, and Roy C. Smith, North Surrey, B.C., who were previously appointed on the nomination of the companies and union, respectively.

Conciliation Board Report Received

Negotiating Committee representing the Associated Non-Operating Railway Unions, and the Canadian National Railways; Canadian Pacific Railway Company; Toronto, Hamilton and Buffalo Railway; Ontario Northland Railway; Algoma Central and Hudson Bay Railway; The Midland Railway Company of Manitoba, and The Cumberland Railway Company (Sydney and Louisburg Division) (L.G., May, p. 398). The text of the report is reproduced below.

Settlement Reached After Board Procedure

National Harbours Board, Montreal Harbour, and National Harbours Board Police Brotherhood (L.G., June, p. 496).

Report of Board in Dispute between

7 Canadian Railway Companies

and

17 Associated Non-Operating Unions

Pursuant to the provisions of the Industrial Relations and Disputes Investigation Act, you appointed me as third member and Chairman of a Conciliation Board to endeavour to bring about agreement between the above-named parties respecting the terms to be incorporated into a collective agreement governing conditions of employment on and after December 31, 1963, the date when the former agreement expired by notice served by the Unions upon the Railway Companies dated November 1, 1963.

A. Gordon Cooper, Q.C., of Halifax, was the nominee on the Board of the Railway Companies, and David Lewis, Q.C. of Toronto, was the nominee of the Unions.

Sittings of the Board to hear evidence and argument were held in Montreal on April 27, 28, 29 and 30, and May 5 and 6, 1964. Thereafter, the Board deliberated and met with representatives of the respective parties.

During May, the Minister of Labour received the Report of the Board of Conciliation and Investigation appointed under the Industrial Relations and Disputes Investigation Act to deal with a dispute between Canadian National Railways; Canadian Pacific Railway Company; Toronto, Hamilton and Buffalo Railway; Ontario Northland Railway; Algoma Central and Hudson Bay Railway; The Midland Railway Company of Manitoba; and The Cumberland Railway Company (Sydney and Louisburg Division), and 17 Associated International and National Railway Labour Organizations, representing approximately 100,000 non-operating employees.

The Conciliation Board was under the Chairmanship of the Honourable Mr. Justice F. Craig Munroe of Vancouver (a Judge of the Supreme Court of British Columbia). The other two members of the Board were A. G. Cooper, Q.C., of Halifax, the nominee of the companies, and David Lewis, Q.C., of Toronto, the nominee of the Negotiating Committee representing the unions.

The Report of the Chairman and Mr. Lewis constitutes the Report of the Board. The minority report was submitted by Mr. Cooper. The texts of the majority and minority recommendations are reproduced here.

Despite the application of intensive conciliation procedures, the Board was unable to bring about agreement.

The two issues in dispute concern rates of pay and amendments to the Health and Welfare Plan. I deal with each, in turn.

Health and Welfare

Since all the Board members are in agreement as to the disposition to be made of the requests of the respective parties in this matter, and since I am satisfied that the differences between the parties will be resolved on the basis of the recommendations hereinafter appearing. I do not propose to detail the matters in issue.

Rates of Pay

The request of the Unions respecting rates of pay was expressed as follows:

> Effective with commencement of the calendar year 1964, average hourly earnings of non-operating employees shall be increased to provide parity with average hourly earnings in durable-goods manufacturing industries. By durable goods we mean the group of industries as defined by the Dominion Bureau of Statistics [and] introduced by the Railways in 1950 as a legitimate comparison, [and as] confirmed as the standard by Mr. Justice R. L. Kellock in 1952 and used during successive rounds of negotiation and conciliation ever since. By parity, we mean over-all equality with the standard throughout the life of the contract, in terms of step-by-step adjustments that match closely the changes in the standard, or through adjustments of a broader kind that allow earnings to be a little ahead of the standard for one part of the contract in compensation for being a little behind for another. The necessary increase shall be applied to all rates of pay with half expressed in percentage terms and half in cents per hour.

It will be observed at once that the Unions thereby requested this Board to recommend wage adjustments that would place non-operating railway employees at all times on a parity with the Dominion Bureau of Statistics computation of the average hourly earnings of all hourly rated employees in the durable-goods sector of the Canadian manufacturing industry.

The comparison that is made is a comparison of statistical averages, not of the respective wage rates but rather of actual average earnings. Such earnings, of course, are governed not alone by wage rates but also by other factors, including the amounts of overtime worked and paid for at premium rates, shift differentials, bonuses, and the relative number of high- or low-rated employees in each group. Thus, the request as worded does not appear to permit consideration of any other factor.

In opposing the request of the Unions as above set forth, the Railways took two positions: **first,** that if any such comparison is to be made between the average earnings of durable-goods employees and the Railways' employees, it should be made not only with the non-operating railway employees but with what is termed the "railway group," which group includes the higher-paid operating employees and excludes certain other lower-paid groups such as clerks; and, **second,** that in any event, there is and can be no justification for parity between the earnings of employees in the durable-goods industries and non-operating railway employees.

These conflicting points of view give rise to a need for a brief review of the history of previous conciliation proceedings between these parties.

The "durable-goods" standard was not introduced by the Unions but emerged from a study and decision of the National War Labour Board in 1944. The Railways adopted and relied upon such standard in their submission to the 1950 Board of Conciliation and later the same year, in their submission to the Kellock Board of Arbitration, saying: "We again consider that the proper comparison is the whole group of durables industries." In his award, Mr. Justice Kellock said this:

> "All of this merely emphasizes the obvious fact that in comparing railway wage rates with wage rates outside, the comparison should be with those sections of industry in which the nature and variety of employment, and proportions of male and female employees, and the territorial distribution are really comparable. The railway employees here in question are located all across the country in areas where industry is concentrated and where wages generally are high, as well as in less-concentrated or agricultural areas where rates are lower, and railway occupations cover a wide range from that of the skilled craftsman to the unskilled labourer, and from the dispatcher to the office boy, the wage structure having been built up by agreement to give effect rather to differences in responsibility and job content than primarily to geographical distribution.
>
> "Without going through the list in detail a fair comparison on the basis of the factors already mentioned, is, in my opinion, furnished as nearly as may be, by the group of industries falling under the head of "durable-goods manufacturing." That section of industry employs probably a higher proportion of skilled workers than is the case with manufacturing generally, and the proportion of female employees is said, on the material before me, to be about the same as in the case of non-operating railway employees. Generally speaking, women in industry earn less than men, and the proportion of female employees is accordingly an important item in any proper comparison. In 1948, the durable-goods industry was used as a basis of comparison for similar purposes in the United States by a presidential board which had to consider problems akin to those arising here."

It is clear that the Unions then opposed the "durable-goods" standard and opposed it unsuccessfully, while the Railways advocated the "durable-goods" standard, and advocated it successfully.

In 1952, the Railways continued to advocate the "durable-goods" standard, and the majority report of the board held that "the proposed comparison is between non-operating railway workers and the durable-goods industries as a whole. In our opinion, such comparison is a valid one."

By 1954, a difference in emphasis may be detected. In his arbitration award of that year, Chief Justice Sloan said this:

"The durable goods industry has been generally used as a yardstick of comparison with railway working conditions. There are areas in which conditions are, to a degree, parallel for comparative use but there are divergences which render the yardstick misleading and not an absolute guide.

"In the over-all result it seems to me that the durable-goods industry may, with some reservations, be regarded as a reasonably good guide. It has at least one virtue: there is no other."

In 1956, the railways repudiated the "durable-goods" standard as anything more than a guide or one of several factors to be taken into account. In the intervening years since 1956, the railways have consistently opposed the mathematical and automatic application of the durable-goods standard and equally consistently, the unions have supported it. The results of such conflict may best be discerned from the majority reports of the several conciliation boards chaired, in each case, by distinguished Canadian citizens.

The 1956 board, of which the Chairman was E. G. Taylor, expressed its view as to the principles to be applied to wage determination in this field as follows:

"The first point which this Board would wish to emphasize is that, in its opinion there cannot be only one criterion governing wage determination. In every case there are several factors which must be taken into account. A proper standard of comparison is one factor, a very important one. Another is the pattern of wage increases in the community since the last wage increase was granted the particular group of employees involved. A third is the cost of living reflected by the consumer price index, which, in the present instance, has remained at the same level since the last wage increase. Finally, in appropriate circumstances, the ability of an industry to pay may also be of governing relevance. All of these factors must be kept in mind in attempting to arrive at a just and fair settlement of a wage or labour cost dispute."

Dealing specifically with the use of the durable-goods average as a standard, the same board said:

"In the totality of circumstances, we are of the opinion and so recommend that "Durable Goods" should continue to be accepted as the appropriate standard. However, in our opinion, no standard can be an absolute guide or be applied mathematically and mechanically, regardless of all other circumstances and factors."

The 1958 conciliation board under Mr. Justice Thomson made some observations on the subject of the use of the durable-goods average as an absolute guide in the setting of non-operating wage rates:

"It is now generally accepted, however, that if any comparison is to be made, it should be made with those sections of industry in which the nature and variety of employment, the proportion of male and female employees and the territorial distribution of employees are most nearly comparable. On that basis, the employees in the durable-goods industries are as nearly comparable to the non-operating employees of the Railways as are the employees in any other group of industries in Canada, but that leaves much to be desired because of the many differences which do in fact exist between the railway industry and outside industries. In no case has any of the Boards or Arbitration Tribunals said that the durable-goods standard was an absolute guide or that it could be used to the exclusion of all other factors or circumstances which should be taken into account in wage determination."

The 1960 board of conciliation under the chairmanship of Mr. Justice Milvain was even more emphatic than the Thomson board in its conclusion that durable-goods earnings should not be applied mechanically and automatically to railway non-operating employees:

"I do not propose to quote the references made by previous boards to the durable-goods standards, as no real purpose would be served in so doing. What has been said by previous boards can be scrutinized by anyone who desires to do so through the simple medium of turning up the previous decisions. But whatever the particular language used may be, it seems to me that the evidence leads to the conclusion that the wage earners in durable goods as a group have important similarities to the railway non-operating force as a group and that there are also important differences. On the other hand, the attempts to find new standards in 1956 and 1958, and the Woods, Gordon study this year, amply point up the impossibility of finding complete comparison, much less identity, between job classifications within the non-operating railway work force and outside industry.

"The Woods, Gordon study, in particular, frankly admits this. After very careful and painstaking consideration, the consultants were able to find comparison for only some 20 occupations in the non-operating work force populated by about 19,000 employees out of a total of some 120,000. This is not difficult to understand since the railway industry is unique.

"For these reasons, it is clear that the durable-goods standard should continue to be recognized as an important signpost on the road that must be travelled to reach a rational conclusion on the question of wages for railway non-operating employees. I am also convinced, however, that the durable-goods standard cannot be regarded as a fixed and immutable thing to be applied with mathematical precision.

"It is true that, on the whole, the group of durable-goods employees contains relatively the same skills as are found among the railway non-operating employees and that the two groups also have a similar ratio of male to female employees. These are the two most important elements affecting wages. On the other hand, the two groups are substantially apart in their geographical and territorial distribution, and it is well known that wages and earnings differ from region to region in Canada. This difference does not invalidate the durable-goods standard as an important signpost, but it underlines the impossibility of applying durable-goods earnings mechanically and automatically to railway non-operating employees. Other factors should also be taken into account and the picture as a whole considered."

The 1962 board of conciliation, by its unanimous report, summarized the factors to which it gave weight in arriving at its recommendations with respect to wages. The board's report clearly did not endorse the use of durable-goods as an absolute standard for the determination of non-operating wage rates. The relevant portion thereof reads as follows:

"The Board has taken into consideration the relationship of the average hourly earnings of the non-operating railway employees with those of the durable-goods group of employees, and also considered the pattern of wage increases in the durable-goods industries so far negotiated for 1962 and 1963. In the light of these and other factors, including the economic and competitive position of the railways, the institution of the job security program, the economic conditions in Canada viewed as a whole, and other considerations referred to in the reports of previous Boards of Conciliation, the Board recommends the following wage increases."

From the above extracts from reports of boards of conciliation and arbitration dating from 1950, three conclusions emerge:

1. That all boards accepted the concept and value of some appropriate standard for comparing the earnings of non-operating railway employees with a comparable, or most-nearly comparable, group of employees in outside industry.

2. That they all accepted the group of employees in the durable-goods industries as the most-nearly comparable.

3. That they all rejected the idea of a mechanical or automatic application of the durable-goods standard but insisted, certainly since 1956, that other relevant factors must also be taken into consideration.

With these conclusions, I am in respectful agreement.

My conclusion that the reasoning of the boards of conciliation at least since 1956 does not establish any principle of a parity of averages is supported by the fact that the wage increases recommended by boards since 1956 did not result in a parity of averages. For the period from 1956 to 1963 inclusive, the average earnings of the non-operating railway employees have not equalled those in the durable-goods industries but have, rather, varied between a low of 91.4 per cent and a high of 95 per cent thereof.

In like manner, those reports lend no support for the proposition put forward by the Railways that the earnings of the durable-goods group should be compared, at the outset, with the "railway group" suggested by them. Nor do I see any merit in the proposition.

The factors to be considered in determining what is fair, just and equitable remuneration to be paid to the non-operating railway employees during 1964 and 1965 are, it seems to me, somewhat as follows:

1. Compare the average hourly earnings of the non-operating employees with those of the durable-goods group at the end of 1963. The figure for the non-operating employees is $2.02 compared with the figure of $2.16 for the durable-goods employees, a difference of 14 cents an hour.

2. Consider to what extent, if any, such averages are affected by overtime premium rates, and make an appropriate adjustment to the end that like will be compared with like, viz., straight-time earnings with straight-time earnings. Regrettably, there is nothing in the material before this Board upon which such a comparison may be made, and accordingly, no such adjustment can be made.

3. Consider what fringe benefits are available to each group and the cost thereof, and make an appropriate adjustment—because fringe benefits are part of the compensation paid to such employees. Here again, regrettably, there is nothing in the material before this Board upon which such a comparison may be made and accordingly, no adjustment can be made. During 1962, the cost of fringe benefits to the CPR for all their employees amounted, they say, to 39.3 cents an hour. Since then, there has been added for the benefit of their non-operating employees a "job security" program at a cost of 1 cent an hour. The comparable figures for the durable-goods group, unfortunately, are not before us.

4. Make an upward adjustment for the fact that there is now a slightly higher proportion (94 per cent as against 92 per cent) of male to female employees in the non-operating employees group (male wages being normally higher than female wages), and because the two major railways are the largest non-governmental employers of labour in Canada—larger than any firm in durable goods—(wages paid by large firms being normally higher than those paid by smaller ones).

Some evidence was presented on the relative proportions of skilled labour in the non-operating employees and those in durable goods, respectively, an important factor in wage comparisons. Unfortunately, however, the evidence was not sufficient to justify any conclusion as to their relationship.

5. Make a downward adjustment for the fact that a much higher proportion (89.1 per cent as against 60.7 per cent of the durable-goods employees live and work in the three industrial provinces of Quebec, Ontario and

British Columbia, where higher wages prevail, and for the fact that a higher proportion (77.2 per cent as against 67.8 per cent of the durable-goods employees live and work in urban centres in Canada where higher wages and higher living costs prevail.

6. Bear in mind that an increase in hourly wage rates will produce an increase in earnings greater than the amount of such increase in rates.

7. Consider whether or not the wages paid to the non-operating railway employees at the end of 1963 bear a fair and just relationship to the wages paid to employees in the durable-goods industries at that time, after adjustment for the factors referred to above. The answer to that question must be, I think, in the negative. The railway employees in Canada were in existence as a group and were organized in unions years before the modern development of the durable-goods industries. For many years, the railway non-operating employees were among the better-paid workers in Canada.

Despite a later beginning, the organized workers in Canada's durable-goods industries have in the past decade outstripped the average annual earnings of the non-operating railway employees. This is a position which, understandably, does not meet with the approval of such railway employees. This wage situation doubtless resulted in part from the financial position of the Railways during those years. The non-operating employees now ask to share in the present improved financial position of the Railways. There is, I think, merit in that proposition. But to expect any substantial lag that may have occurred over the years to be corrected all at one time is neither reasonable nor practicable.

8. Consider the wage increases contracted to be paid to durable-goods employees during the years 1964 and 1965. From the limited material before the Board, it seems clear that such wages will increase during 1964 and 1965. On the basis of such limited material, it would appear that average hourly wage rates in durable-goods industries will likely increase by not less than 10 cents an hour by the end of 1965.

9. Consider whether or not the new contract is to contain additional items of cost, apart from wage increases, for which the employers must find the necessary funds. While the recommended improvements in the Health and Welfare plan may ultimately result in increased contributions by the railways, the existing surplus in the fund is sufficient to pay the cost of the increased benefits up to and beyond the end of 1965.

10. Consider the economic and competitive position of the Railways. Since this Board last met in 1962, the financial position of the Railways has improved as increased demand for transportation developed from the increase in national output. The number of revenue freight cars loaded has increased substantially. Net railway earnings of the Canadian Pacific Railway Company after taxes, but before fixed charges (exclusive of earnings of non-railway subsidiary companies and exclusive also of earnings of telecommunications), amounted in 1963 to over 35 million dollars. I quote from the Canadian Pacific Railway 1963 Annual Report, at page 6:

> "Net railway earnings, at $35.3 million, increased $6.3 million over 1962. This increase results from the inclusion in the 1963 accounts of the $3.0 million net after taxes received from the Government of Canada in 1963 but applicable to the year 1962."

The net railway operating income for Canadian National Railways in 1963 was five million dollars, an improvement of nearly $11 million over 1962. I quote from the Canadian National Railways 1963 Annual Report, at page 2:

> "Railway operating revenues increased $23.6 million, or 3.4 percent, to $725.2 million, while expenses, at $720.2 million, were $12.8 million, or 1.8 per cent, higher than 1962. The resulting net railway operating income of $5.0 million represented a $10.8 million improvement over the $5.8 million operating loss in 1962. Other income, together with net income from hotels, telecommunications and separately operated trucking companies, amounted to $16.2 million, producing a surplus of $21.2 million."

If one looks at the entire enterprise of the Canadian Pacific Railway Company rather than at its railway operations alone, one finds further evidence of prosperity, which is reflected in the rise in the price at which its shares are presently traded on the stock market. As one investment analyst expressed it: "The CPR balance sheet is strong, and improving appreciably each year . . . (It is) sure to increase its volume with the growth of the country." Looking ahead for the years 1964 and 1965, one can, I think, reasonably anticipate further increases in gross railway revenue.

On the other hand, the output of the railway industry since the end of World War II has not increased nearly as much as the output of the transportation industry as a whole, due to the rise of competition from other forms of transportation such as trucking, pipe lines, air transportation and private automobiles. The Railways, like most other business establishments in Canada, remain in an intensive competitive struggle. The people of Canada for many years, through successive governments at all levels, have in effect used public funds to subsidize the railway's competitors by building roads, airports, canals and pipelines, and in providing services, while at the same time burdening the Railways with costly statutory and regulatory obligations. The MacPherson Royal Commission recommended a transfer of this burden of public policy to the taxpayer, where it properly belongs. Since then, substantial interim payments have been made from the federal treasury to the Railways on that account, but the full recommendations have not yet been implemented by legislation.

11. Consider the economic conditions in Canada, viewed as a whole. Canada is now in a period of economic expansion. The expansion that began in 1961 has continued, and present evaluations indicate that this expansion will continue throughout 1964 and 1965. The gross national product for 1962 was 7.9 per cent higher than that of 1961 in current dollars and 6.1 per cent higher in constant dollars, based on 1957. Similarly, the gross national product for 1963 rose by 6.6 per cent in current dollars over 1962 and by 4.6 per cent in constant dollars. It is expected that capital spending in Canada during 1964 will exceed that of 1963. Many leading business men have predicted increases in industrial production and in the gross national product during 1964. The authorities quoted to us are quite optimistic about the outlook for 1964 and 1965.

12. Consider the actual or anticipated rise or fall in the consumer price index. During the period December 1961 to December 1963, the index rose from 129.8 to 134.2, an increase of 3.4 per cent. During the same period, average hourly earnings of non-operating employees increased by about 5 per cent. The index has risen an average of one-tenth of a point each month thus far in 1964. That it will continue to rise during 1964 and 1965 seems probable.

Assuming, as I do, that the above are valid factors to be considered when reaching a conclusion as to an appropriate wage increase for the years 1964 and 1965, it will be apparent that no mechanical or automatic slide scale is practicable, because, with the possibile exception of items Nos. 1, 2 and 3 above, opinion and judgment enter into each and every one of such factors.

Nor is the task of arriving at an appropriate wage increase made easier by the fact that occupational wage rates range from $1.44 to $2.34 for hourly rated non-operating employees and from $192.70 to $575.24 for monthly paid employees. These employees live in remote hamlets and in metropolitan areas. Thus, that which may be considered an adequate or even generous wage increase for the former may be an inadequate or barely adequate increase for the latter.

Regard should also be had, I think, for the fact that as a result of the 1962 conciliation proceedings, wage rates for the non-operating railway employees increased by only 8 cents an hour over the following two-year period, contrasted with increases of 14 cents an hour gained in each of the conciliation proceedings of 1960 and 1958, and 16 cents an hour in the 1956 proceedings.

Having regard to all those factors, I consider that rates of pay for the non-operating railway employees should be increased as set out in my recommendations.

My Recommendations

Health and Welfare

1. Article III—Health and Welfare [Plan]—of the Master Agreement dated November 26, 1958, shall be brought up to date and reinstated.

2. Effective July 1, 1964, the Plan shall be revised (a) to increase the weekly indemnity from forty to fifty dollars, and (b) to provide fifteen hundred dollars of life insurance for each participating employee instead of one thousand dollars as heretofore.

3. No change shall be made in the existing time limitation on waiver of premium for basic and optional coverage.

4. No reduction shall be made in the contributions made to the fund by the employers or the employee except such as may hereafter be agreed upon by the parties.

5. Certain requests of the employees and of the employers are concerned with what should happen in the event that provincial or federal legislation is hereafter enacted to provide benefits provided under the Employee Benefit Plan. Such requests deal, in the main, with a hypothetical situation. Any recommendation made by the Board at this time would have limited application. I, therefore, make no recommendation in respect of the proposal made by either party.

Qualification for Statutory Holiday

6. I recommend that no change be made in the existing requirements.

Term of the Agreement

7. The new agreements shall be for a two-year period ending on December 31, 1965.

Wage Increases

8. To the hourly basic rates of pay in force at December 31, 1963, there shall be added the following:

(a) Effective January 1, 1964 add six cents per hour.

(b) Effective July 1, 1964, add a further three cents per hour.

(c) Effective January 1, 1965, add a further two per cent.

(d) Effective July 1, 1965, add a further three per cent. Daily, weekly and monthly rates shall be increased in an equivalent manner.

Save as aforesaid, the terms and conditions contained in the former collective agreements shall be renewed.

Dated at Vancouver, B.C., this 19th day of May, 1964.

(Sgd.) F. Craig Munroe,
Chairman.

I am pleased to concur in the report and recommendations of the Chairman.

I also wish to express to you, Mr. Minister, my appreciation of the Chairman's painstaking and tireless efforts in the search for a just solution to the dispute you submitted to our Board.

Dated at Toronto this 20th day of May, 1964.

(*Sgd.*) David Lewis,
Member.

Minority Report

The Issues

The demands of the Unions in this dispute are:

1. Effective with commencement of the calendar year 1964, average hourly earnings of non-operating employees shall be increased to provide parity with average hourly earnings in durable-goods manufacturing industries. By durable goods we mean the group of industries as defined by the Dominion Bureau of Statistics introduced by the Railways in 1950 as a legitimate comparison, confirmed as the standard by Mr. Justice R. L. Kellock in 1952 and used during successive rounds of negotiation and conciliation ever since.

By parity, we mean overall equality with the standard throughout the life of the contract, in terms of step-by-step adjustments that match closely the changes in the standard, or through adjustments of a broader kind that allow earnings to be a little ahead of the standard for one part of the contract in compensation for being a little behind for another. The necessary increase shall be applied to all rates of pay with half expressed in percentage terms and half in cents per hour.

2. Article III—Health and Welfare—of the Master Agreement dated November 26, 1958, shall be brought up to date and reinstated together with the additions specified in Items 3 and 4 hereof.

3. In the event that any province or the federal Government enacts welfare legislation covering benefits provided under the Employee Benefit Plan, the employees shall be relieved of the amount of their contribution to the extent of such benefits, and the Companies' contribution shall revert to the employees, except to the extent of additional benefits that may be agreed upon.

4. In order to reduce the uncommitted surplus accumulated in the Employee Benefit Fund since 1957, and to prevent further addition to this surplus, effective with the commencement of the calendar year 1964, the Plan shall be revised to (a) increase the weekly indemnity to fifty ($50) dollars maximum, (b) remove the time limitation on waiver of premium, for basic and optional coverage and (c) to provide an additional one thousand ($1,000) dollars of life insurance for each participating employee.

5. Where an employee is required to work or be available for service on both the day before and the day after a statutory holiday in order to qualify for compensation for that day, the requirements shall be changed to be *either* the day before *or* the day after, and the following clause shall be added to the individual agreements covering pay for statutory holidays: "An employee shall not be laid off for the purpose of evading payment of holiday pay."

6. Collective agreements between the Railways and the Organizations signatory thereto affected by this notice shall be amended to conform with these proposals effective January 1, 1964, and shall continue in effect until December 31, 1964, subject to sixty days notice by either party, which may be given at any time subsequent to October 31, 1964.

The Railways put forward counter-proposals relating to the Health and Welfare Plan as follows:

(a) that, should any benefits be provided by legislation that are in effect a substitution, in whole or in part, for the benefits available under the Employee Benefit Plan, and if any part of the cost of such benefits are, in effect, imposed, directly or indirectly, on the Companies, either as employers or as taxpayers, the Companies shall be relieved of their part of the cost of the benefits under the Employee Benefit Plan for which benefits have been substituted by such legislation; and

(b) that, for a period of two (2) years commencing January 1, 1964, there be a reduction in the monthly premium payments by non-operating employees covered by the Employee Benefit Plan so that for such period the monthly deduction per employee (to be matched by the Companies) will be 70 per cent of the monthly deduction in effect as of December 31, 1963. Further, that the remaining 30 per cent of the total premium payable to the underwriters be charged against the monies that have accumulated as a result of the contributions made by the employees and the Companies from the inception of the Plan on January 1, 1957 to the coming into force of the proposed new Supplemental Agreement, being in excess of the amounts required for the provision of the benefits contemplated by the Employee Benefit Plan.

Wage Rates

The most important matter in dispute is the demand of the Unions for an increase in average hourly earnings of the organized non-operating railway employees (hereinafter referred to as the "non-ops group") to produce parity over the life of the contract with the Dominion Bureau of Statistics computation of the average hourly earnings in durable-goods manufacturing industries. This demand involves the automatic or mechanical application of average hourly earnings in durable-goods to the non-ops group.

The majority Report reviews the history of previous conciliation proceedings between the parties and of related arbitration proceedings, and it is unnecessary for me to repeat any such review here. It is sufficient to say that such a review establishes beyond question that no board or abritrator since 1950 has approved the principle of parity as contended for by the Unions. The most that can be said is that the durable-goods standard has been referred to and considered as "an important signpost" in arriving at a decision as to what rates of wages should be recommended for the non-ops group. There are many other factors to be considered.

In no case since 1950 have any recommendations of boards of conciliation in fact recognized such parity. The following table relates the average hourly earnings of the non-ops group, as increased pursuant to the recommendations of the boards in and since 1956, to the average hourly earnings of the durable-goods group at the relevant times:

TABLE I

	Average Hourly Earnings Durables	Non-Ops	Cents Non-Ops Below Durables	Per Cent Non-Ops of Durables
December 1955 (prior to 1956 Board)	$1.576	$1.467	10.9	93.0
December 1957 (after 1956 Board)	1.781	1.628	15.3	91.4
December 1959 (after 1958 Board)	1.92	1.767	15.3	92.0
December 1961 (after 1960 Board)	2.02	1.926	9.4	95.3
December 1963 (after 1962 Board)	2.16	2.021	13.9	93.6

(Transcript of Evidence Volume 3, page 285.)

This table shows that the average of the "Per Cent Non-ops of Durables" is 93.07 per cent. The highest per-cent figure is 95.3 in December 1961 after the 1960 board under the chairmanship of Mr. Justice Milvain, and the lowest is 91.4 in December 1957 after the 1956 board under the chairmanship of E. G. Taylor. It should be noted that the 1960 board estimated a rise in average hourly earnings of 7.9 per cent in durable goods over a two-year period, when the actual rise was 5.2 per cent, with the result that by December 31, 1961, the average hourly earnings of the non-ops group were 6.6 cents higher than intended.

Moreover, Mr. Justice Milvain said in the report of the 1960 board:

"At this point it is, however, significant to note, when comparing the average hourly earnings of non-operating employees with the average hourly earnings of employees in the durable-goods group of industries, that [recently] ... there has existed a definite relationship between them, as is exemplified by the following table:

Railway Non-Operating Average Hourly Earnings

	Rate	Per Cent of Durable Goods Earnings	Cents Below Durable Goods	Average Hourly Earnings in Durable Goods Industries
At December 1957 (before the effective date of the last agreement, January 1, 1958)	1.628	91.4	15.3	1.781
At expiry of last agreement, Dec. 1959..	1.767	92.0	15.3	1.92

The 1962 board, also under the chairmanship of Mr. Justice Munroe, resulted in unanimous recommendations that were adopted by both parties. These recommendations were for wage increases of 1 per cent effective March 1, 1962; 1 per cent effective October 1, 1962; 2 cents an hour on January 1, 1963; and a final 2 cents an hour on July 1, 1963, together with payment by the Railways of 1 cent an hour effective January 1, 1963, into job security funds. The total terminal wage increase amounted to 8 cents an hour. It is to be emphasized that these recommendations were accepted by the Unions and the Railways and were implemented.

It is therefore evident that the Unions in 1962 were satisfied with wage recommendations that did not and were not intended to produce parity of earnings with the durable-goods group of employees. Therefore, having regard to the settlement of 1962 and to what was said by Mr. Justice Milvain as quoted above, any wage increase now to be recommended should in my view not be greater than will, as nearly as may be, preserve the relationship between the average hourly earnings of durable-goods employees and the non-ops group resulting in December 1963 from the agreed settlement of 1962 unless there are now factors present that were not present in 1962.

Apart from any such special factors, a question I deal with later, a proper wage increase would be not greater than required to match probable increases in durable-goods earnings in 1964 and 1965, assuming a two-year contract.

The evidence in this respect before the Board indicates annual increases in durable-goods wage rates of approximately 4.5 cents during 1964 and 1965. The Unions have estimated a total increase in durable-goods average hourly earnings for the year 1964 of 7.2 cents an hour, which is stated to be equivalent to an increase of 3.6 cents an

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hour in the average value of the increase over the full year (original page 47, Exhibit 1). On this basis, if this same rate of increase is maintained during the year 1965, durable-goods average hourly earnings will increase by a total of 14.4 cents for the years 1964 and 1965, which would in turn produce an increase of 7.2 cents an hour in the average value over the two full years of 1964 and 1965.

Therefore, if to the durables average of $2.16 in December 1963 is added 14.4 cents, the resulting figure for average hourly earnings in December 1965 becomes $2.304. The amount required to maintain the December 1963 relationship is 93.6 per cent of $2.304, or $2.157, and the increase in average hourly earnings of the non-ops group needed to maintain that relationship is 13.6 cents.

The non-ops group, however, does not require 13.6 cents increase in wage rates to produce that figure in average hourly earnings but, based on an increase in average hourly earnings of 9.5 cents in December 1963, produced by actual wage increases of 7.85 cents agreed to by both parties in 1962, a non-ops wage increase of 11.2 cents in 1964 and 1965 will produce an average hourly earnings increase of 13.6 cents in December 1965 (original exhibit 6, Statement A 106).

During the course of the hearings, the Chairman asked the Railways whether or not the Railways had concluded agreements with any of their employees other than those represented before this Board for the year 1964 and, if so, for the particulars of such agreements.

The answer as contained in Exhibit 23 (of the original report) shows increases granted to certain running-trades employees of the two major railways for periods of two and three years commencing in 1964. It is significant to note that the increases granted to employees represented by the Brotherhood of Railroad Trainmen amounted to 5 per cent for a two-year period commencing 1964. Among the employees represented by this Union are classifications in yard service and switch tender service, both of which work under conditions comparable to the non-ops group—8 hours a day and time and one-half for overtime.

Using this group as a basis of comparison, it is clear that the comparable increase to non-operating employees required to maintain the relationship with the running-trades employees would be 10 cents an hour for the two years commencing January 1964. I consider this a relevant factor.

Railway Group

It was contended by the Railways that the average hourly earnings of durable-goods workers should be compared not with the average hourly earnings of the non-ops group but with a more nearly comparable group of railway workers, which was referred to as "the railway group," and that this was the first step in adjusting to correct for distortions arising in the application of durable-goods average hourly earnings as a standard.

The average hourly earnings of durable-goods workers as computed by the Dominion Bureau of Statistics are based on the earnings of hourly and daily rated wage earners or production workers, a conglomerate group in the many industries that make up the durable-goods group. Earnings of clerical workers are not included in the average hourly earnings of durable-goods workers. In arriving at the railway group, the Railways excluded clerks and certain other classifications. The Railways also included in the railway group the running-trades employees of the Railways as being production workers. The railway group consequently consists of the non-ops group, excluding clerks and certain other classifications, and with the addition of the running-trades employees.

It was contended by the Unions that it is essential to any comparison that one commence with the employees represented before the Board, the non-ops group, and not with any other, but in my view, comparison of the average hourly earnings of the non-ops group, which includes clerks and does not include the more highly paid running-trades employees, with the average hourly earnings of the durable-goods group, leaves much to be desired. At the least, the non-inclusion of the running trades in the comparison is a factor to be taken into account. In this respect, the report of the 1958 board under the chairmanship of Mr. Justice H. F. Thomson contains the following:

> "There is another factor which is sometimes lost sight of and that is that the employees appearing before this Board do not include the railways' operating employees. The latter are the more highly paid employees and, as a group, have a somewhat higher level of skills than the non-operating employees.
>
> "There is some basis for the contention of the railways that, if comparisons are to be made with outside industries, they should really be made between the entire railway force (not a segment thereof) and the durable-goods industries. If the average hourly earnings of the entire railway working force are compared with the average hourly earnings of the entire working force of the industries in the durable-goods group, it will be found that the railway workers are quite as well off as the workers in durable goods."

Exhibit 11 (of the original report) shows that to reconcile the non-ops group and the railway group requires the deduction from the non-ops group of 15,814 clerks, stenographers and office machine operators, and the addition of 24,926 running-trades employees. Taking the first class alone, there are over 15,800 employees in the non-ops group who have no counterpart in durable goods, and close to 25,000 employees in the railways excluded from a test of railway wages against wages in durable goods. Therefore, even if direct comparison of railway group to durables should not logically be made, the durable-goods wages standard is surely to be considered with these considerations in mind as factors having weight. In this respect, I dissent from the view of the majority Report that the railway group should be entirely disregarded.

If the railway group is compared with the durables group, the comparison as at December 1963 is: railways $2.174, and durables $2.16. If further adjustments as between these two groups are made for known factors, namely, male-female ratio and geographical distribution, the comparison becomes: railways $2.174, and durables $2.028,

The durable-goods standard may be said to have become the standard for comparison with wages of the non-ops employees by default. As Chief Justice Sloan said in the arbitration award in 1954:

"In the over-all result, it seems to me that the durable goods industry may, with some reservations, be regarded a reasonably good guide. It has at least one virtue: there is no other."

It is my view that one of the reservations to this "reasonably good guide" is the fact that durable-goods employees do not include clerks, and the non-ops group does not include the more highly paid groups of railway employees.

Other Factors

I now turn to the question as to whether or not there are now factors present that were not present in 1962 and requiring consideration. In my view the only such factor is the improvement in the economy that has taken place since that time.

Evidence was adduced in the course of the hearings by the Unions as to current economic conditions in Canada. I do not propose to deal with that evidence in any detail. It does establish that Canada is now in a period of business expansion and that the current upswing, which began in the spring of 1961, is still continuing strong. Times are good in this country, and the outlook for the immediate future appears to be favourable.

The evidence refers to and quotes from economic surveys and forecasts conducted and made by government and by responsible private organizations. These surveys and forecasts are optimistic, and hold out the prospect of increased levels of spending for capital business investment, for social capital purposes and for new housing in 1964, and exports are expected to rise.

The Railways have not expressed disagreement with the view that economic activity in Canada is presently at a prosperous level. Mr. Emerson [R. A. Emerson, a Vice-President of the CPR] points out at the commencement of his evidence that Canada has, since the end of World War II, enjoyed a period of over-all growth and prosperity. The Canadian gross national product, on a constant 1949 dollar basis, has increased from $15.4 billion in 1947 to $29.5 billion in 1963, or by 91.0 per cent. The output of the transportation industry as a whole in Canada increased at a slightly greater rate.

In contrast, the output of the railway industry has increased in the period since World War II by only 13.0 per cent. The Railways have therefore not shared in the general growth that Canada has enjoyed since World War II, and it is the financial and economic position of the Railways that is here the relevant factor. The reasons for this situation are the striking rise of competition from other forms of transportation and increases in railway rates.

Competition, as is well known, has come chiefly from highway transport and pipelines, and in the passenger field, from private automobiles and air transportation. Rail transportation in 1948 accounted for approximately 67 per cent of the total of Canadian inter-city revenue ton-miles, road for approximately 7 per cent, water for approximately 26 per cent, and pipelines for none.

These percentages in 1962 became approximately: rail 41 per cent, road 11 per cent, water 26 per cent, and pipelines 22 per cent. Canadian inter-city passenger miles by type of public carrier show the following percentages in 1948—rail 48 per cent; bus 48 per cent, and air 4 per cent, and in 1961, the latest year for which figures are available, rail 28 per cent, bus 38 per cent, and air 34 per cent. These percentages are derived from Exhibits II and IV to Mr. Emerson's evidence and are set out on [original] pages 488 (b) and 488 (d) of Volume 4 of the transcript of evidence.

Added to the effect of competition and intensifying it has been the necessity for increases in railway rates due to increases in labour costs. But increasing rates resulted in loss of business to other forms of transporta-

tion or inability to apply the new rates in the face of competition. The Royal Commission on Transportation appointed in May 1959 "to inquire into and report upon the problems relating to railway transportation in Canada and the causes thereof" summed up the position of the railway in these words:

"Notwithstanding these recent indications of progress . . . their position of late . . . is not which engenders a ready optimism. Caught in a squeeze between declining revenues relative to traffic volume and the steady postwar rise in costs, the railways, in order to meet their financial requirements, have been forced to resort periodically to general rate increases . . . horizontal rate increases . . .

"With each successive increase in rates, however, certain traffic ceases to move because it cannot bear the higher rate; also, of course, the area of traffic exposed to competition expands and the railways, experiencing both erosion and attrition of their traffic, are faced with a situation where, if they are to continue to attempt to meet their financial needs in this way, they must apply larger and larger increases to a smaller and smaller portion of traffic. Thus, in what appears to be a self-defeating process, the railways find themselves . . . running faster and faster in order to stay in the same place."

The Railways, in addition to seeking rate increases, have also sought to improve their position by effecting technological improvements, the most striking being "dieselization," which required capital expenditures of $230,000,000 in the CPR, producing annual savings, excluding the cost of capital invested, in excess of $50,000.000. The CPR has expended over one billion dollars in capital investment in the period 1947-63.

Despite all these measures, the Railways, although now showing some improvement in net rail revenue, remain in a difficult situation. Net railway earnings of the CPR for 1963 were $35.3 million after provision for income taxes of $23.1 million. The Annual Report of Canadian Pacific for 1963 contains the following:

"NET RAILWAY EARNINGS of $35.3 million, after provision for income taxes of $23.1 million, were $6.3 million, or 22 per cent higher than in the previous year. On a comparable basis, allocating to the year 1962 the payments for that year received in 1963 from the Government in respect of freight rate reductions and the recommendations of the MacPherson Royal Commission, the 1963 net earnings show an improvement over 1962 of less than 1 per cent."

Net railway earnings for the years 1958-63, both inclusive, in thousands, are as follows:

1958	$36,492
1959	$36,046
1960	$33,675
1961	$37,651
1962	$28,978
1963	$35,262

The net railway operating income of Canadian National for 1963 is $5.0 million, representing a $10.8 million improvement over the $5.8 million operating loss in 1962. This is a small improvement indeed, considering, among other things, that rail-operating revenues for 1963 were $725.2 million.

What of the future? The Government has indicated its intention to introduce, at the current session of Parliament, legislation to implement certain of the recommendations of the Royal Commission. The most important of the recommendations relate to: (1) uneconomic branch lines; (2) uneconomic rail passenger services; and (3) the process of railway rate making. The broad objectives for the future with respect to branch lines and passenger services is to eliminate such lines and services as are uneconomic. The Commission expressed it thus:

"Looking to the future one can visualize a rail system which is no longer geared to perform the entire transportation function to all segments of the community. The objective would be to have a rail system in which uneconomic portions would be small, kept in existence either because of the national necessity to provide a certain level of service in certain areas regardless of commercial considerations or kept in existence at the discretion of railway management for reasons of their own."

And:

"Therefore, our conclusion is that the railways must eventually withdraw all uneconomic rail passenger services, subject to similar time limitations imposed in connection with the abandonment of uneconomic plant." (Reference Vol. 1, page 45.)

The Commission recommended annual payments on a declining basis over five years in respect of uneconomic passenger train services, and annual payments over a period of 15 years in respect of uneconomic branch lines, and also recommended payments for services on a continuing basis in respect of the transportation of grain and grain products moving to export positions in Western Canada, and further, of passenger transportation that presently is provided free to members of the Senate and House of Commons and certain Government departments under the Railway Act and other statutes. Exhibit V to Mr. Emerson's evidence appearing on [original] page 488 (e) of Volume 4 of the transcript of evidence shows the "Estimated Effect" on net revenue of the Canadian Pacific Railway Company on the assumption that the payments recommended by the Commission will be enacted into legislation, as follows:

CANADIAN PACIFIC RAILWAY COMPANY EXHIBIT V

Estimated Effect on Net Revenue of Implementation of Recommendations of MacPherson Commission

Year:	First	Second	Third	Fourth
		(millions)		
Revenue Loss:				
Interim Payments	$19.3	$19.3	$19.3	$19.3
Freight Rates Reduction Act	7.1	7.1	7.1	7.1
Bridge Subsidy	3.9	3.9	3.9	3.9
	$30.3	$30.3	$30.3	$30.3
Revenue Improvement:				
Passenger Services—				
Proposed Payments	$22.0	$17.6	$13.2	$ 8.8
Grain at Statutory Rates—				
Shortfall on Variable Costs	2.0	2.0	2.0	2.0
Contribution to Constant Costs	9.0	9.0	9.0	9.0
Branch Lines	.....	2.3	2.9	3.3
	$33.0	$30.9	$27.1	$23.1
Net Revenue Improvement of (Loss)	$ 2.7	$ 0.6	($ 3.2)	($ 7.2)

It was further recommended by the Royal Commission that the Railways be free to set their own rates subject only to regulations as to minimum rates based on variable cost, and maximum rates with respect to shippers who have no practicable alternative to rail transport, based on variable cost plus a percentage over variable cost.

If these recommendations are implemented, the Railways will be entering a new environment in which the forces of competition with other forms of transportation will be the dominant factor. It may well be, and no doubt it is the hope of all concerned, that implementation of the recommendations of the Royal Commission will enable the railways to improve their relative position in the transportation industry, but there is no certainty at present as to whether this will happen or not.

Further economies and efficiencies will have to be made to attract more business at profitable rates. The future is clearly uncertain and therefore this is no time to place additional very heavy burdens on the Railways for undue increased wage costs. The evidence is that a one-cent-increase in wages to the organized non-ops groups will cost CNR and CPR $2,177,000 annually, and if unorganized non-ops are included as they must be, this figure becomes $2,431,000.

The cost to the CPR and CNR of the wage recommendations of the majority Report over the period 1964-1965 is in excess of $57 million, and the annual cost thereafter is in excess of $46 million. These are staggering burdens to place on the Railways at this time.

Wage Recommendations

On the other hand, it must be recognized that the non-ops group is entitled to fair remuneration for its services. I have given most careful consideration to the wage recommendations contained in the majority Report, and find myself unable to agree with them. For the reasons given herein it is my recommendation that:

To the hourly basic rates of pay in force at December 31, 1963, there shall be added the following:

(a) Effective January 1, 1964, add three cents per hour
(b) Effective July 1, 1964, add a further three cents per hour
(c) Effective January 1, 1965, add a further one per cent
(d) Effective July 1, 1965, add a further two per cent. Daily, weekly and monthly rates shall be increased in an equivalent manner.

Other Recommendations

I concur in the recommendations contained in the majority Report as to Health and Welfare, Qualification for Statutory Holiday and Term of the Agreement.

Dated at Halifax, N.S., this 23rd day of May, 1964.

(*Sgd.*) A. Gordon Cooper,
Member.

Legal Decisions Affecting Labour

Supreme Court of Canada rules a person exercising managerial functions is not subject to reinstatement by Labour Relations Board. British Columbia Supreme Court fines company and its employee for contempt of court order. In another decision, the same court remits arbitration award for reconsideration

The Supreme Court of Canada, dismissing by a majority decision an appeal from the Ontario Court of Appeal, ruled that a person exercising managerial functions is not an "employee" within the meaning of the Ontario Labour Relations Act, and that consequently, the Ontario Labour Relations Board had no jurisdiction to reinstate such person in employment when his discharge was for union activities.

In British Columbia, the Supreme Court, imposed fines on a company and its employee for breaches of a court injunction preventing interference with union activities. It held that the company's liability for expressly unauthorized acts of its employee was based on the principle of the employer's liability for the acts of its employees.

In another decision, the Supreme Court, in chambers, remitted for further consideration an award of an arbitration board constituted under a collective agreement. The Court ruled that the board's award, which held that two employees were dismissed for proper cause, was based on inadmissible evidence, thus giving rise to an error in law apparent on the face of the award.

Supreme Court of Canada . . .

. . . rules that Labour Relations Board has no power to reinstate managerial employee

On May 23, 1964, the Supreme Court of Canada, by a majority decision, dismissed an appeal from the decision of the Ontario Court of Appeal, and ruled that the power of the Ontario Labour Relations Board under Section 65(4) of the Ontario Labour Relations Act to reinstate in employment a person discharged for union activities applies only to an "employee" within the meaning of the Act, and that the Board has no jurisdiction to order the reinstatement of a person exercising managerial functions.

Mrs. Barbara Jarvis, an employee of Associated Medical Services Incorporated, was promoted in February 1960 to the position of Railway Claims Supervisor. On February 2, 1961, she was discharged on the ground that she was engaging in union activities on company premises during working hours. She applied for reinstatement under Section 65 of the Act, and the Ontario Labour Relations Board ordered her reinstatement.

The Board found that Mrs. Jarvis had been dismissed for union activity; that she was a member of the Office Employees' International Union, Local 131, to the knowledge of the managing director of the company; that the union activity for which she was dismissed did not conflict with her duty to her employer; and that, although her duties were managerial in nature and she was therefore a person deemed not to be an employee as defined by Section 1(3)(b) of the Act, nevertheless she was a person entitled to the rights given under Section 65 of the Act. This decision was quashed by the Court of Appeal (L.G., April 1963, p. 313).

In the Supreme Court of Canada, Mr. Justice Cartwright, rendering the majority decision, stated that the question calling for determination was whether, under the Labour Relations Act, the Board had jurisdiction to order the reinstatement of Mrs. Jarvis, who, at the time of her discharge, had for almost a year ceased, for the purposes of the Act, to be an employee of the company in question.

It appeared to him that the appeal could succeed only if the court were able to construe the Act as giving the Board power, in appropriate circumstances, to compel the continuation of the employment, not only of all persons who are "employees" within the meaning of that term as defined in the Act but also of all persons exercising managerial functions.

In Mr. Justice Cartwright's opinion, such a construction would be at variance with the purposes that appear from reading of the Act as a whole, and would require giving a forced meaning to the words that the Legislature has employed.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

Mr. Justice Cartwright was fully in accord with the unanimous reasons of the Court of Appeal delivered by Mr. Justice Aylesworth and he adopted those reasons in their entirety. His agreement included the following of Mr. Justice Aylesworth's statements:

. . . Once the board determined, as it had the right to determine, that the complainant was a person deemed not to be an employee for the purposes of the Act it had *ipso facto* demonstrated its lack of jurisdiction to proceed further with the complaint. The remedy, if any, of the complainant lies in another forum . . . .

It is trite to observe that the Board cannot by an erroneous interpretation of any section or sections of the Act confer upon itself a jurisdiction which it otherwise would not have.

Mr. Justice Cartwright dealt also with Section 80 of the Act* and showed why that section did not prevent the quashing of the decision of the Board in the case at bar. In his view, the interpretation of this section most favourable to the appellant would be to oust the jurisdiction of the Superior Courts to interfere with any decision of the Board made in the exercise of the powers conferred upon it by the Legislature; within the ambit of those powers, the Board could err in fact or in law.

Mr. Justice Cartwright did not interpret this section, however, to mean that if the Board purports to make an order which, on the true construction of the Act, it has no jurisdiction to make, the person affected thereby is left without a remedy. In *Alliance des Professeurs Catholiques de Montreal v. Labour Relations Board* (L.G. 1953, p. 1177), Chief Justice Rinfret rejected such a suggestion.

The extent of the Board's jurisdiction is fixed by the statute which creates it and cannot be enlarged by a mistaken view entertained by the Board as to the meaning of that statute. The governing principle was stated by Mr. Justice Fauteux *In re Ontario Labour Relations Board, Toronto Newspaper Guild, Local 87 v. Globe Printing Co.* (L.G. 1953, p. 1174) as follows:

The authorities are clear that jurisdiction cannot be obtained nor can it be declined as a result of a misinterpretation of the law, and that in both cases the controlling power of Superior Courts obtains, notwithstanding the existence in the Act of a no *certiorari* clause.

Mr. Justice Cartwright concluded that this was the rule applied by the Court of Appeal in the case at bar.

The Supreme Court of Canada (with three judges dissenting) dismissed the appeal from the Ontario Court of Appeal. *Jarvis (Barbara) v. Associated Medical Services Ltd. et al.*, Supreme Court of Canada, March 23, 1964; *Canadian Labour Law Reporter*, Para. 15, 511.

British Columbia Supreme Court . . .

. . . rules company and its employee equally liable for breaches of court injunction

On November 28, 1963, Mr. Justice Ruttan of the British Columbia Supreme Court found a plant superintendent guilty of contempt of court for expressly unauthorized breaches of a court injunction. The court found the company equally guilty of contempt on the principle of the company's responsibility for the acts of its employees.

In May 1963, an injunction order was granted against the officers, agents, servants and representatives of the Hankin & Struck Frames Ltd., Hankin & Struck Mattress Ltd. and Hankin & Struck Furniture Ltd., restraining them from seeking by intimidation, dismissal, threat of dismissal or other means to compel or to induce any employee from joining or continuing to be a member or officer of the Upholsterers' International Union of North America, Local 1, and from discharging any employee for seeking to become a member or officer of the union or for union activities.

When the union moved for a motion to commit for contempt of court for breaches of the injunction, Mr. Justice Ruttan found that the charges could be substantiated only against Rudy Struck, a plant superintendent of Hankin & Struck Furniture Ltd., who also was a director and shareholder of the same company.

Evidence indicated that Struck advised one employee to leave the union on the grounds that he would probably have to pay oppressive dues, told another employee that he would possibly be promoted if he signed an anti-union petition, warned a third employee that the advent of the union would result in his demotion, and cautioned one other employee that his RCMP application would be viewed in a bad light if he joined the union. All these incidents, especially the last one, in which the statement made was shown to be pure fabrication, amounted to acts of contempt of the injunction.

Mr. Justice Ruttan stated that Struck had made no open threats or acts of coercion, but the message in each case was plain;

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* Section 80 reads:

No decision, order, direction, declaration or ruling of the Board shall be questioned or reviewed in any court, and no order shall be made or process entered, or proceedings taken in any court, whether by way of injunction, declaratory judgment, certiorari, mandamus, prohibition, quo warranto, or otherwise, to question, review, prohibit or restrain the Board or any of its proceedings.

and that Struck knew on each occasion that he was consciously doing what he knew was forbidden: "inducing employees to refrain from becoming or continuing to be members of the union."

Mr. Justice Ruttan held Struck to be the only individual guilty of violating the injunction.

The question left to be answered was whether the uncondoned acts by Struck made the company also liable for violation of the injunction. Struck was and remains the plant superintendent and all the acts by him were performed on the business premises during business hours or shortly thereafter. The employees identified him with "the company" and the union therefore alleged that the company was equally responsible for the contempt of the injunction order.

It was argued for the company that no authority existed for the proposition that, if a case for contempt was made against Struck, the company was similarly liable, since evidence indicated that Struck, as an employee of the company, was instructed not to carry out his action in breach or in contempt of the court order.

An affidavit by the president and manager of the companies indicated that Struck and other officials of the companies involved were instructed not to say anything to the employees about joining or not joining the union or about the union's certification application. Further, these officials were instructed not to talk to the employees about conditions of employment, or union affairs or membership.

The affidavit stated also that the officials were cautioned several times that the instructions remained unchanged and that any disobedient act done in contravention of the instructions was done without right or authority.

Counsel for the companies submitted that the precedents require that a person "must do all he can to carry out the terms of the court order." Counsel further submitted that in the case at bar the company, through its president, had done all that it could possibly do to carry out the terms of the court order. A meeting of the executive officers had been called and they had been expressly warned to obey the order.

Mr. Justice Ruttan stated that counsel for the defence was identifying the actions of the company only with the actions of its president. He added, however, that the company operated also through Mr. Struck, who, as superintendent, had the authority for hiring and firing employees and for the general operation of the furniture factory. He thought that, when Struck counselled the employees against joining the union, they were justified in believing that he spoke for the company and not just for himself.

Mr. Justice Ruttan ruled that the ratio in *Davis v. Barlow* (1911), 21 Man. R. 265, would seem to be applicable to the situation at bar and he referred to the decision of Chief Justice Mathers at pages 270-1 as follows:

> . . . if Land has assumed to deliver the package, knowing that the injunction order had been issued, he did so without authority and in defiance of the rules of the Company . . . The injunction having been granted, and notice of it having been received by the Company, they cannot excuse themselves by saying that the disobedience was without instructions. It would make no difference if the disobedience were . . . in breach of duty, it was equally contempt on the part of the Company. They are responsible for the conduct of their officials and, if they employ officials who will violate their rules and disobey an order of this Court, they must take the consequences.

In the case at bar, Mr. Justice Ruttan held that, although Struck was the plant superintendent and a company director, it had not been shown that he was authorized to lay down or vary policy directives. When he ignored instructions given by the company's president he had no executive authority for his action.

Consequently, the company was liable, not because of its own executive act carried out by Struck as a responsibile officer, but on the principle of responsibility of the company for the acts of its employees.

For the contempt of court injunction order, Mr. Justice Ruttan fined Struck $1,000 and the company, $1,000. *Upholsterers' International Union of North America, Local 1 v. Hankin & Struck Frames Ltd. et al,* (1964) 42 D. L. R. (2d), Parts 7 and 8, p. 554.

British Columbia Supreme Court . . .

. . . remits award to arbitration board on ground of error on the face of the record

On January 22, 1964, Mr. Justice Aikins, in a chambers application to the British Columbia Supreme Court, held that, where the chairman of the arbitration board under a collective agreement ruled evidence tendered to the board to be admissible for a limited purpose only, and where that evidence was considered by the board in its wider and inadmissible aspects, then such evidence in its entirety affected the award, giving rise to an error in law apparent on the face of the award. Technically this amounted to misconduct on the part of the board and an award so arrived at may be quashed or remitted.

Two former employees of Passmore Co. Ltd. applied to set aside or remit the majority award of three arbitrators made in a dispute concerning their dismissal by the company.

The right of the company to dismiss the two employees was governed by the terms of the collective agreement with International Woodworkers of America, Local 1-405. Section 2 of the collective agreement reads: "The company shall have the right to select its employees and to discipline or discharge them for proper cause."

The company alleged that the employees refused to comply with the company's orders regarding grading of lumber or were incompetent and this was a proper cause for dismissal.

The arbitration procedure established in the collective agreement was followed and the majority award was in favour of the company. This award the employees wanted to set aside or have remitted.

The employees were employed as graders of lumber and were retained in the same position when the ownership of the company changed in 1959. The company policy under the previous ownership had been to grade lumber for shipment at 100 per cent on grade or better. After the change of ownership, this policy was altered. The company was a member of the Interior Lumber Manufacturers Assn., which had established a code of lumber-grading providing that if a shipment of lumber was not five per cent off the stated grade, the purchaser could not complain nor reject the shipment.

By using this method of grading, a lumber manufacturer was able to make a slight additional profit by grading a shipment of lumber not at 100 per cent on stated grade but at 95 per cent of stated grade. The new owners ordered the employees to accept this new method of grading.

The two employees continued to grade by their old method and their failure to carry out the company's new orders was alleged by the company to be proper cause for dismissal. The employees argued that an order to mis-state the grade on a lumber shipment was an improper order, which they were not required to obey.

Mr. Justice Aikins noted that the majority of the arbitrators found that the company order to the employees "to grade lower" was a proper one in the sense that it was an order which the employees were required to obey. The employees attacked the majority award on the ground that there was no evidence before the arbitrators on which they could base such a finding; secondly, that the decision of the majority of the arbitrators was so obviously wrong in law that it amounted to an error in law on the face of the award.

Considering the first argument, Mr. Justice Aikins concluded that, although the record of the board's proceedings was not before him, it would appear from the reasons for the award that there was evidence before the board to support the majority decision that the order given to the employees was a proper one, which they were required to obey.

Next, Mr. Justice Aikins dealt with the employees' argument that the decision of the majority of the arbitrators—that the order about grading was a proper one to be obeyed by the employees—was so obviously wrong as to amount to an error in law on the face of the record. Counsel for the employees argued that under the grading rules the grader should make an honest attempt to grade to a perfect standard, that is, to have each shipment of lumber entirely at the grade stated. Counsel argued further that the rule of the Interior Lumber Manufacturers Assn. allowing a five-per-cent deviation below the stated grade was designed only to cater to inevitable minor error, that, with even the best grading, must arise from time to time, and to prevent claims concerning or rejections of lumber shipments that are minimally off grade.

Mr. Justice Aikins stated that, although he found this argument compelling, the difficulty was that the board's decision on the grading order depended largely upon the evidence tendered as to the duty of a grader. He added that he was unable to say that the employees established that there was no evidence before the arbitrators regarding the duty of a grader and the propriety of the grading order given by the company. Consequently, he found it impossible to say that the majority of the arbitrators erred in law in reaching the conclusion as to the propriety of the order given by the company to the employees.

The company asserted as a proper cause for dismissal either incompetence in re-ripping lumber, or disobedience of instructions given by the company in respect to re-ripping lumber. The case for the company was that, while the two employees were with the company, there was an excessive amount of re-ripping. The company asserted that the two employees had been told that the company policy was that a board was not to be re-ripped unless it would increase the grading by at least two grades.

In order to show that before the dismissal of the two employees there had been excessive ripping and that after the dismissal there was a very marked drop in the percentage of re-ripping, the company put two exhibits (Exhibits 7 and 8) before the arbitrators.

Apparently Exhibit 7 consisted of the daily production sheets from September 1961 to February 1962. The foreman who gave evidence before the arbitrators could not say anything one way or another concerning the accuracy of the daily production sheets in Exhibit 7. It was argued by the employees that Exhibit 7 was not admissible.

Exhibit 8 was a set of calculations made from the production sheets purporting to give the percentages of re-ripping from September 1961 to February 1962.

The chairman of the board ruled that Exhibit 7 would be admissible to show the total planer production but would not be admissible to show the amount of ripping or re-ripping, unless further evidence was given. No other evidence was given of the percentages of ripping and re-ripping over the months in question. Exhibit 8 (analysis of the ripping and re-ripping percentages) depended for its validity entirely upon Exhibit 7.

In spite of this ruling of the chairman of the board, the majority of the arbitrators appeared to have placed reliance on Exhibits 7 and 8 as to re-ripping percentages.

In the opinion of Mr. Justice Aikins, Exhibit 7 was not admissible unless a witness was called capable of testifying as to its accuracy. Consequently, the majority of the arbitrators had failed to follow their own ruling in respect to Exhibits 7 and 8. And in deciding on the proper cause for dismissal, they relied on inadmissible evidence, which constituted an eror in law apparent on the face of the award.

This, in the opinion of Mr. Justice Aikins, amounted technically to misconduct in the very broad connotation given to this word in the law relating to arbitration. Misconduct being one of the grounds upon which an award could be remitted, Mr. Justice Aikins decided, instead of quashing, to remit the award to the arbitrators for further consideration. *In re Arbitration between International Woodworkers of America, Local 1-405 and Passmore Lumber Co. Ltd.* (1964), 46 W.W.R., Part 10, p. 593.

Recent Regulations, Federal and Provincial

Ontario issues new minimum wage orders. Federal Government sets out standards for crew accommodation on Canadian ships

In Ontario, new general orders applicable to both men and women and new orders governing hotel and restaurant workers, which went into force on June 29, provide for the establishment by December 27, 1965 of a general minimum wage of $1 an hour.

The construction order for the Oshawa-Toronto-Hamilton Zone was extended to all the industrial areas in the province, and a new order was issued providing for the gradual introduction of a minimum wage of $1.25 an hour for construction workers in the smaller centres.

New regulations under the Canada Shipping Act set out standards for crew accommodation in Canadian ships.

In Manitoba, higher fees were approved for licensed practical nurses.

FEDERAL

Canada Shipping Act

New Crew Accommodation Regulations, issued under the Canada Shipping Act and gazetted March 25 as SOR/64-103, set standards for crew accommodation on Canadian ships, including adequate standards for lighting, ventilation, drainage on open decks and sleeping room space.

The regulations apply to every Canadian ship required to be registered under the Act, except a fishing vessel or pleasure yacht. Provision is made for exemption by the Board of Steamship Inspection of any ship that is not new, and of certain other categories.

Crew accommodation in every ship and the means of access to it and egress from it must provide as far as practicable for the protection of the crew against injury, for the protection of accommodation against weather, the sea, or moisture due to condensation, for insulation from excessive heat and cold and for the exclusion of effluvium.

Every part of the crew accommodation, excluding areas such as store rooms, must be properly lighted with natural light. If this is impracticable in a passenger steamer or whaling ship, adequate electric light is a permissible alternative. Exceptions may be

made for sanitary accommodation and passageways if compliance would be unreasonable or impracticable.

Every ship must have an electrical system and an efficient alternative system of lighting or source of electric power to provide adequate lighting of crew accommodation. Standards of illumination are also fixed.

Crew accommodation must be ventilated by a system that will maintain the air in a state of purity adequate for health and comfort, and ensure sufficient movement of air under all conditions of weather and climate to which the ship is likely to be subjected. Among other provisions concerning ventilation systems are minimum dimensions for air inlet and exhaust systems.

Drainage requirements specify that efficient drainage pipes or channels must be provided for crew accommodation on an open deck where it is necessary to get rid of water shipped from the sea.

The standard for sleeping rooms in ships over 300 tons is a minimum floor area of 15 square feet per person excluding berth space, and a minimum cubical content of 120 cubic feet per person. A notice stating the number of men a sleeping room is constructed to accommodate must be posted in permanent form in the accommodation. Mess room, bathroom or washroom space may be included in estimating sleeping room space if it is for the exclusive use of the occupants of the latter, provided that the actual sleeping space is not reduced to less than 72 cubic feet per person, and the floor area to less than 12 superficial feet per person exclusive of berth space.

Crew accommodation is to be inspected by a steamship inspector whenever the ship is registered or re-registered in Canada, when the accommodation is substantially altered or repaired, or when the number of persons in a sleeping room exceeds the authorized maximum. An inspector may make an inspection whenever he considers that a contravention of the regulations has occurred. He is required to investigate a complaint signed by three crew members that crew accommodation does not comply with the regulations. Such complaints are to be lodged promptly, and at least 24 hours before the ship is due to sail, unless it is in port for a shorter period.

PROVINCIAL

Manitoba Licensed Practical Nurses Act

Regulations under the Manitoba Licensed Practical Nurses Act setting higher fees for licensed practical nurses were gazetted on May 9 as Man. Reg. 33/64 and came into force on May 1.

Under the new regulations, the minimum gross fees that may be charged by licensed practical nurses for services for an 8-hour, 10-hour, 12-hour or 20-hour day are $10, $13, $15 and $17.50, respectively. Formerly, the rates were $8.25, $10.75, $13 and $14.50.

A licensed practical nurse employed and paid by the month or longer period must now receive a minimum of $215 a month. Formerly the minimum was $170, plus laundering of uniforms. A practical nurse holding a provisional licence employed by the month must receive at least $205 a month.

Licensed practical nurses employed by the month may not be required to work more than eight hours in a day or 40 in a week. Formerly, the weekly limit was 44 hours. Hours of duty is defined as the hours in any day in which a licensed practical nurse is on duty or remains, subject to call for duty, on the premises where the patient is being attended. If a licensed practical nurse is employed in a hospital, meal periods are not to be counted as hours on duty.

Ontario Minimum Wage Act

The Ontario Industry and Labour Board recently published new minimum wage regulations extending to all parts of the province the new minimum wage program initiated last year with the order for the Oshawa-Toronto-Hamilton Zone.

It has issued two new general orders, one covering men and women in most of Southern Ontario and five of the more populous districts in Northern Ontario, and the other governing workers in the more sparsely settled areas of the province. Two orders along similar lines have also been issued for hotel and restaurant workers.

The coverage of the construction order for the Oshawa-Toronto-Hamilton Zone has been extended so that it now applies in all the more populous and industrialized areas of the province, and a new order has been issued governing construction workers in other parts of Ontario.

The Industry and Labour Board has also amended the general order and the hotel and restaurant order for the Oshawa-Toronto-Hamilton Zone to bring their provisions into line with those in the new orders.

The general order for women remains in force but its coverage has been reduced so that it now applies only to female employees in tourist establishments located outside the Oshawa-Toronto-Hamilton area which are open for six months or less in any calendar year.

The new orders have as their objective the establishment by December 27, 1965 of a general minimum wage of $1 an hour for both men and women and a minimum of $1.25 for construction workers. Lower minima are set for certain part-time and seasonal workers and for persons under 18 employed as messengers or in similar occupations. Some training rates are also provided.

The new minimum wage rates were based on very extensive studies which the Department of Labour conducted in the past year to determine actual employment conditions and levels of wages paid in various parts of the province. An intensive survey was made of wage rates paid by a cross-section of employers in all parts of Ontario. This survey was in two forms—a direct enumeration of 6,800 business operations with fewer than 15 employees, and a mail survey of approximately 4,000 larger establishments. In addition to this survey, the Department examined other existing statistics available from the Dominion Bureau of Statistics and elsewhere.

These studies revealed that a sizeable proportion of wage and salary workers in Ontario were being paid less than $1.25 an hour. From this, the Minister said, the Government had concluded that a general minimum wage of $1.25 an hour, however desirable, was not feasible at the present time. It was apparent, he said, that, if a rate of $1.25 an hour were established at this time, many small employers who employ fewer than 15 persons, and some large employers as well, would find it very difficult to do business in Ontario and might have to cut back their operations or even move outside the province.

The survey results and other studies also indicated that a little more than 132,000 persons or 6.5 per cent of all the non-agricultural wage and salary workers were at that time earning less than $1 an hour. Of these 132,000, approximately 100,000 were in the service industries and trade, 19,000 in manufacturing, and the remaining 13,000 in primary industries, construction, finance, insurance and real estate. Some 65 per cent of this total of 132,000 were women, the Minister said.

As a result, the Government had concluded that a $1-an-hour general minimum wage rate could not be applied immediately throughout Ontario. It had decided that the province must be zoned on the basis of economic conditions and the current minimum wage objectives must be reached by stages.

NEW GENERAL ORDERS

Zones—For purposes of this extended minimum wage program, two new zones have been created, the Southern Ontario Zone and the Northern Ontario Zone.

The Southern Ontario Zone takes in the more highly industrialized and more populous areas of the province, apart from the Oshawa-Toronto-Hamilton Zone established last year. It comprises that part of Ontario lying south of a line following the northern boundaries of the counties of Lambton, Middlesex, Perth, Wellington, Peel and York, continuing eastward along the northern boundary of the bottom tier of townships in Victoria county, and on in an easterly direction to include the more heavily populated portions of the counties of Peterborough, Hastings, Lennox and Addington, Frontenac and the counties bordering the St. Lawrence River up to the Quebec border. In this area are located such cities as Windsor, Sarnia, London, Chatham, Woodstock, St. Thomas, Welland, Guelph, Brantford, Galt, Peterborough, Belleville, Kingston, Brockville and Cornwall.

The Ottawa area (the cities of Ottawa and Eastview, the Village of Rockcliffe Park and the townships of Gloucester and Nepean) is also included in the Southern Ontario Zone.

This zone also includes five of the more populous and industrialized areas of Northern Ontario, where economic conditions are similar to those in the southern part of the province, including the cities of Fort William, Port Arthur, Sudbury, Sault Ste. Marie and North Bay, and the towns of Chelmsford, Copper Cliff, Coniston, Lively and Timmins.

The Northern Ontario Zone comprises that part of the province not included in the Southern Ontario Zone or in the Oshawa-Toronto-Hamilton Zone. This means that it comprises not only most of Northern Ontario (except the larger centres) but also the less populous parts of Southern Ontario, including the counties of Renfrew, Lanark, Russell and Prescott, the towns of Alexandria and Campbellford, and a number of villages and more sparsely populated townships in the counties of Stormont, Dundas and Glengarry, Northumberland, Hastings, Lennox and Addington, Frontenac, Leeds and Grenville, Peterborough, Victoria and Carleton.

Exemptions—The new general orders cover all employees in the two zones except:

—registered apprentices;

—students employed in children's camps or in recreational programs operated by

school boards, municipalities or charitable organizations;

—residential building superintendents, janitors or caretakers who live on the premises;

—real estate and insurance salesmen, door-to-door salesmen (other than route salesmen) and other salesmen who determine their own hours;

—professional persons, including teachers, nurses, nursing assistants, dental technicians, drugless practitioners, optometrists, public accountants and professional trainees;

—students employed as supervisors or counsellors of children under 18;

—secondary school students who work without pay in a business or commercial establishment for not more than two weeks in the school year under the Diversified Occupational Programme of the Department of Education;

—domestic servants in private homes;

—employees engaged in farming operations or in commercial fishing; and

—persons subject to another order.

General Minimum Rates—The general minimum wage order for the Southern Ontario Zone (O. Reg. 97/64) set a minimum wage of $1 an hour for men, effective from June 29.

The rates for women in this zone are to be increased gradually, however, in order to prevent dislocation and loss of employment. From June 29 to September 28, 1964, the rate for women in the Southern Ontario Zone is 85 cents an hour, increasing to 90 cents on September 29, 1964, and to 95 cents on December 29, 1964. After March 29, 1965, the minimum for women in this zone is $1 an hour.

In the Northern Ontario Zone, the initial rates for both men and women are lower than in the Southern Ontario Zone and the period of adjustment to the $1-an-hour minimum is longer. For work performed in the period from June 29, 1964 to December 28, 1964, men in this area must be paid at least 85 cents an hour. From December 29, 1964 until December 26, 1965, the regular minimum for men in the Northern Ontario Zone is 90 cents an hour, increasing to $1 an hour on December 27, 1965.

Initially, the rate for women in the Northern Ontario Zone is 5 cents an hour less than the minimum for men but reaches parity with the male rate after six months. From June 29, 1964 until December 28, 1964, the minimum for women in this area is 80 cents an hour, increasing to 90 cents an hour on December 29, 1964, and to $1 an hour on December 27, 1965.

Special Rates—Following previous practice, the new orders set lower minima for certain categories of workers.

A minimum wage of 80 cents an hour is set for students in the Southern Ontario Zone who do not work more than 28 hours a week and for seasonal workers employed in a plant processing perishable fruits or vegetables for not more than 16 weeks in a calendar year. In the Northern Ontario Zone, the minimum payable to such workers is 75 cents an hour during the period from June 29, 1964 to December 26, 1965, and 80 cents an hour thereafter.

A lower minimum, 60 cents an hour, is set for persons under 18 working as messengers or delivery boys, newsboys, pin setters or shoeshine boys or employed as caddies or in the professional shop at a golf course, in a public library, or in an amusement or refreshment booth at a fair or exhibition. In the Southern Ontario Zone, this 60-cent rate took effect from June 29, but in the Northern Ontario Zone it does not go into force for 18 months. During the transitional period (June 29, 1964 to December 26, 1965) the minimum payable in the Northern Ontario Zone to delivery boys and other young persons in this category is 50 cents an hour.

Learners' Rates—Subject to certain restrictions, lower minima are also payable to learners both in piecework and non-piecework employment. During the first four months of employment, a learner who is not hired on a piecework basis may be paid up to 10 cents an hour less than the applicable minimum hourly rate.

A learner who is paid on a piece-work basis may be paid up to 20 cents less than the applicable minimum hourly rate during the first three months of his employment and up to 10 cents less during the next three-month period.

The number of employees classified as learners may not exceed one fifth of the total number of employees in an establishment, except that an employer with fewer than five employees may employ one learner.

Furthermore, certain classes of employees may not be paid at learners' rates even though inexperienced. They are:

—persons holding a certificate of apprenticeship or a certificate of qualification under the Apprenticeship and Tradesmen's Qualification Act, 1964, or any earlier Act;

—office workers who hold a secondary-school graduation diploma of a commercial course or who have completed a course in business or office practice provided by a registered trade school;

—part-time workers employed for less than 28 hours a week; and

—persons subject to the special provisions for persons under 18, students and seasonal workers described above.

Other Provisions—The general orders state that all time spent by the employee waiting at the place of employment at the employers' request is to be considered working time, whether or not he is actually working.

These orders also provide for minimum call-in pay. Every employee who reports for work in response to a call from the employer, other than a student who normally works only 28 hours a week or less, must receive at least three hours pay at the applicable minimum rate even if he does not work three hours. This rule does not apply, however, if the employer is unable to provide work for the employee because of fire, lightning, power failure, storms or like causes of work stoppage beyond the control of the employer.

The orders further provide that in establishments where some or all of the employees are paid on a piece-work basis, the employer will be considered to have complied with the minimum wage requirement if four-fifths of the piece-workers receive the equivalent of the prescribed minimum wage for any pay period.

The orders prohibit deductions from the minimum wage for the purchase, use, laundering or cleaning of uniforms, aprons, caps or similar articles of apparel.

ORDERS FOR HOTELS AND RESTAURANTS

The orders for hotel and restaurant workers in the Southern Ontario and Northern Ontario Zones (O. Reg. 98/64 and O. Reg. 101/64), which have the same geographic coverage as the general orders for these zones, apply to all inns, motels, hotels, taverns or other refreshment places in these areas as well as to establishments licensed under the Liquor Licence Act. They do not, however, cover tourist establishments licensed under the Tourist Establishments Act operated for not more than six months in a calendar year.

The hotel and restaurant orders set the same rates as the general orders, providing for the gradual introduction, over an 18-month period, of a general minimum wage of $1 an hour, of a minimum of 80 cents an hour for students employed for not more than 28 hours a week and of a minimum of 60 cents an hour for persons under 18 years working as messengers, newsboys, etc. The stages are the same as in the general orders.

Provision is also made for a differential for learners, the orders for hotels and restaurants permitting an employer to pay a learner at a rate of not more than 10 cents less than the applicable minimum hourly rate. The learning period, however, is shorter than under the general orders; one month instead of four. The hotel and restaurant orders also stipulate that learners' rates are not payable to cleaners, janitors or persons performing similar maintenance duties in hotels and restaurants nor to employees for whom special minimum rates are set, even though they may have had no previous experience in the type of work for which they were hired. A quota similar to that in the general orders is also imposed.

In line with previous practice, the orders for hotels and restaurants limit the value that may be placed on board and lodging provided as part of wages. The maximum amounts at which meals or a room or both may be valued for minimum wage purposes are: 50 cents per meal for each period of at least four hours worked in a day, and an additional 50 cents per meal when more than two hours remain after the employee's work week has been apportioned among all of such four-hour periods worked by that employee in that work week; $5 per week for a room; $15 for a week's board and lodging. These rates are the same as those set last year for the Oshawa-Toronto-Hamilton Zone.

A new feature is that standards are now laid down for rooms provided hotel and restaurant workers. Every room must be properly lighted, heated and ventilated and immediately accessible to proper toilet and washroom facilities. It must be reasonably furnished and supplied with clean bed linen and towels at least once a week. The orders further stipulate that only one person may occupy the room, except in the case of a married couple or when two people of the same sex agree to share the sleeping quarters provided.

The orders also include provisions respecting payment for waiting time, minimum call-in pay and deductions for uniforms, which are similar to those in the general orders.

ORDERS FOR CONSTRUCTION WORKERS

As indicated above, the coverage of the construction order for the Oshawa-Toronto-Hamilton area has been extended and a new order has been issued governing construction workers in the remainder of the province.

Now designated as the order for the Oshawa-Toronto-Hamilton and Southern Ontario Zone, the amended order takes in not only the so-called "Golden Horseshoe" but also the more populous and industrialized areas of both Southern and Northern Ontario.

As a result of this change, construction workers throughout the entire area are now entitled to a minimum wage of $1.25 an hour, the rate set in the original construction order.

The new construction order (Ont. Reg. 102/64) applies in the parts of Ontario not covered by the construction order for the Oshawa-Toronto-Hamilton and Southern Ontario Zone. It covers all construction workers except student architects, surveyors or engineers, registered apprentices, and full-time maintenance workers employed by an industrial, manufacturing or service establishment.

Like the other new orders for this zone, the new construction order provides for a transitional period in order to give employers time to adjust their operations and to cushion the impact of change. During the period from June 29, 1964 to December 26, 1965, the minimum wage for construction workers in the Northern Ontario Zone is $1.15 an hour, reaching the $1.25-an-hour objective on December 27, 1965.

ORDERS FOR OSHAWA-TORONTO-HAMILTON ZONE

A number of amendments were made to the general order and the hotel and restaurant order for the Oshawa-Toronto-Hamilton Zone to bring their provisions into conformity with the comparable orders for the Southern Ontario and Northern Ontario Zones.

The principal change was the establishment of a minimum wage of 60 cents an hour for persons under 18 employed in occupations such as messenger or pin setter. The original orders set a minimum of 80 cents an hour for employees in this category. According to press reports, the Minister said this 80-cent-an-hour rate had been found to be too high and had had to be reduced becaused it had caused some young workers to lose their jobs.

ORDER FOR FEMALE EMPLOYEES IN TOURIST ESTABLISHMENTS

As noted above, the general order for women remains in force but its coverage has been reduced so that it now applies only in tourist places throughout the province that are not open for more than six months in any calendar year, except those in the Oshawa-Toronto-Hamilton Zone.

There is no change in the rates, which are set on a weekly basis with zone differentials and lower minima for inexperienced workers.

There are, as before, three zones with the same boundaries as formerly. Zone I again comprises the city of Windsor and its environs, and the cities of London, Ottawa, Eastview and the Village of Rockcliffe Park. Zone 2 comprises every local municipality and every school section under the Public Schools Act within unorganized townships or unsurveyed territory having a population of 3,000 or more and not included in Zone I. Municipalities and school sections with a population of less than 3,000 form Zone 3. As indicated above, municipalities in the Oshawa-Toronto-Hamilton Zone are expressly excluded from this order, whatever the population.

The weekly minimum for experienced female exployees in tourist establishments that are open for six months or less in a year is $30 in Zone 1, $28 in Zone 2, and $26 in Zone 3.

Lower minima continue to be set for inexperienced workers, that is, employees who have worked for less than six months in the class of employment for which they were hired. During the first three months, the minimum weekly wage payable to inexperienced female employees in tourist establishments remains $26 in Zone 1, $24 in Zone 2 and $22 in Zone. 3. The minimum payable during the second three months is $28, $26 or $24, depending on the location.

Part-time employees and employees engaged as cleaners or elevator operators or who work in any place where meals are served to the public may not be paid learners' rates, whatever their experience. The amended order does not, however, impose any restrictions on the number of persons who may be employed at learners' rates.

A part-time employee in a tourist establishment who works less than four hours a day must be paid a minimum of four hours wages, determined either by the proportion the applicable minimum weekly wage bears to the normal weekly work period for the establishment, or by not less than one-twelfth of the minimum weekly wage, whichever is greater.

The order continues to regulate the amounts that may be deducted for board or lodging where an employee receives meals or room or both as part of her weekly wages. In Zones 1 and 2, the maximum amounts at which these may be valued for minimum wage purposes remain:

(*Continued on page 608*)

Monthly Report on Operation of the Unemployment Insurance Act

Number of claimants for unemployment insurance benefit at end of April was almost 100,000 below that at end of March and about 70,000 below total on April 30 the previous year

Claimants for unemployment insurance benefit numbered 497,745 on April 30. This total was almost 100,000 fewer than the total of 597,250 on March 31, and about 70,000 fewer than the figure of 565,928 on April 30, 1963.

Males declined by 87,000 in April; females by 13,000.

Exhaustion of seasonal benefit accounted for some of the decrease in April, but seasonal improvement in the demand for labour was also a factor.

The average claimant reporting on April 30 had been on continuous claim for 13 weeks.

About 150,000 persons eligible to receive benefit ceased to claim and returned to work during the month. The average volume of claimants for the period January to April, and total payments over the same interval, are running 15 per cent below that for the same period in 1963. This is in contrast to a 10-per-cent decline in claims filed, and reflects the improved employment picture in the current year.

Initial and Renewal Claims

Initial and renewal claims filed during April numbered 175,430, slightly down from the March total of 182,291 but little changed from the number in April 1963.

More than 40 per cent of the initial claims were taken on behalf of persons terminating regular benefit and seeking re-establishment of credits. The great majority of these persons would be eligible only for seasonal benefits.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in April was estimated to be 484,600, compared with 537,800 in March and 582,000 in April 1963.

Payments amounted to $52.6 million during April, in comparison with $53.6 million in March and $57.6 million during April 1963.

The average weekly payment was $24.66 for April, $24.90 for March, and $24.73 for April 1963.

Insurance Registrations

On April 30, insurance books or contribution cards had been issued to 2,124,753 employees who had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1964.

On the same date, registered employers numbered 338,202, a decrease of 177 since March 31.

Enforcement Statistics

During April, 10,348 investigations were conducted by enforcement officers across Canada. Of these, 4,313 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 2,424 were miscellaneous investigations. The remaining 3,610 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 196 cases, 62 against employers and 134 against claimants.* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,559.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in April totalled $25,528,830.77†, compared with $27,857,786.30† in March and $24,514,983.07 in April 1963.

Benefits paid in April totalled $52,592,485.93†, compared with $53,550,596.06† in March and $57,583,099.96 in April 1963.

The *debit* balance of the Fund on April 30 was $25, 863,147.97. On March 31 there was a *debit* balance of $4,001,329.77; on April 30, 1963, a *debit* balance of $23,002,673.71. The deficit in April this year was covered by loans from the Minister of Finance.

* These do not necessarily relate to the investigations conducted during this period.

† All totals for March and April 1964 are taken from an interim statement and are subject to change.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the court of claimants at any given time inevitably includes some whose claims are in process. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

Monthly Report on Placement Operations of the NES

During May, local offices of the National Employment Service effected a total of 109,700 placements. This was a decrease of 9.4 per cent from the May 1963 total, and a break in the trend of year-to-year increases that had prevailed in recent months.

A partial explanation, at least, of this placement decrease could be that there was a significant difference between the working time in local offices in May 1964 and 1963. In May this year there were 20 working days compared with 22 last year. In addition, the Municipal Winter Works Incentive Program did not extend into May this year.

By far the greatest part of the decrease in placements from May 1963 occurred among male workers, who declined by 11.7 per cent. Female placements, at 31,300, were 3.1 per cent below last year's total. The decrease in male placements was concentrated among regular placements; most of the decline in female placements was due to fewer placements of casual workers.

The generally favourable conditions encountered so far this year continued to be reflected in the cumulative figures, however. By the end of May, total placements had risen to 428,900, the second highest number for the first five months recorded in any year since 1945.

Regional distribution of placements and percentage changes from the previous year were:

	May 1964		*Five Months Ended May 1964*	
Atlantic ..	10,400	+ 5.5	32,400	+10.0
Quebec	30,100	—23.1	134,500	+ 6.7
Ontario ..	37,400	— 6.3	145,500	— 1.6
Prairie	22,500	— 0.7	77,400	+ 5.6
Pacific	9,300	— 2.0	39,100	+ 9.7
CANADA	109,700	— 9.4	428,900	+ 4.0

Placements involving the movement of workers from one local office area to another amounted to 5,700 or 5.2 per cent of all placements. Comparative figures last year were 7,000 and 5.8 per cent.

Vacancies notified by employers to NES offices in May followed the pattern of placements. The 139,600 vacancies represented a decrease of 4.3 per cent from those in May a year ago. By the end of May, however, vacancies notified reached a total of 563,900; with the exception of 1962, this was the highest number recorded for the first five months of any year since 1947.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2323, April 8, 1964

Summary of the Main Facts: The claimant, who lives in British Columbia and whose registered occupation is that of a salesman, filed an initial application for benefit on April 17, 1963. He had worked as a purchasing agent for a company in Winnipeg, Man., from 1958 to April 11, 1963, when he separated from this employment.

He explained that he "left voluntarily to move to B.C. I had been previously informed that the job wouldn't last much longer—till about the 1st of May 1963." His rate of pay was $100 a week.

The claimant was disqualified from April 14, 1963 to May 18, 1963, inclusive, for having voluntarily left his employment without just cause (section 60(1) of the Act). On October 10, he made the following statement:

. . . On July 9, 1963 Mr. AB— started the construction of a duplex consisting of approximately 2,020 sq. ft. I took the mortgage in my name and hired subcontractors for the framing, plastering, plumbing, wiring, roofing, insulating, lathing and I am doing the heating myself. I did not keep a record of days or hours I have worked around the building but did work each day when contractors were here. I spend considerable time obtaining prices and checking material but received no money for my time or work. The duplex will be valued at approximately $20,000 and I have a mortgage for $15,300 . . .

I made no applications for work except being registered at the local office but in this period would have accepted work as an auto upholsterer or purchasing agent or heating salesman if offered by the local office. The only reason I was working in the construction of the duplex was because I was unemployed and the office did not offer me work.

I do not wish to work as a labourer or orchard worker and will accept work only in the occupations shown. I did not consider I was employed when working on the duplex, in which I will be living and which at this time do not intend to sell.

At this time I am working installing the heating system but will be finished by Oct. 12, 1963 and expect to move in by Oct. 26.

The insurance officer disqualified the claimant and suspended benefit (a) from July 9, 1963 to July 13, 1963, on the ground that he had failed to prove he was available for work as required by section 54(2)(a) of the Act while self-employed, and (b) from July 14, 1963, on the ground that he was in the position of controlling his own working hours and had not proved he was unemployed as required by sections 54(1) of the Act and 154(1) of the Regulations. The insurance officer notified the claimant of these disqualifications in a letter dated October 28, 1963.

On October 30, 1963, the claimant made the following statement:

We moved into our new home at the above address on 23 October and the building is complete—the rental portion of the duplex is rented and occupied. Since 23 October 1963, I have been completely unemployed.

The insurance officer informed the claimant, by letter dated November 5, 1963, that the indefinite disqualification from July 14, 1963 was terminated on October 19 but that he was disqualified from October 20 to October 22, 1963, inclusive, for having failed to prove that he was available for work, as required by section 54(2)(a) of the Act, while self-employed.

The claimant appealed to a board of referees because:

1. I was not employed during the period in question.

2. I was capable of and available for work during the period.

3. I was unable to obtain suitable employment during the period.

A board of referees heard the case on November 20. The claimant and his lawyer attended the hearing. The majority decision of the board reads:

. . . [the] statement of claimant made on 10th October 1963, indicates that claimant did spend a considerable period of time commencing 9 July 1963 assisting Mr. AB, whom he claims had the contract for building the duplex in question. It is true that the claimant when giving evidence before the board stated he went down to the job every morning. On some days he remained on the job for a short period of time, while on others he remained on the job for the full day. He also admits that he did all the purchasing of materials. He stated the contractor, Mr. AB—, was finished with his portion of the contract on 31 July 1963.

The claimant stated also that he did not keep a record of the actual hours he worked each day. There is, therefore, no convincing evidence to prove that the hours he worked could be considered as minor in extent.

There is also no evidence to show that claimant, during the period in question, made any personal effort to find suitable employment through his own efforts, except one in which he states that he applied for work with [one of the sub-contractors].

It is a majority opinion of the board that claimant has failed to prove that the work he performed was minor in extent.

The board feel that if the claim is allowed it could be considered the equivalent to paying a subsidy for the construction of a duplex which after all, is a commercial project, and in this regard claimant is now moved into one section and has rented the other section at $100 a month.

Under these circumstances the board, by a majority vote, must support the insurance officer's decision . . . .

1. The disqualification imposed by the insurance officer under section 54(2)(a) of the Unemployment Insurance Act for a period commencing 9 July 1963 and terminating 13 July 1963 and for a further period commencing 20 October 1963 and terminating 22 October is upheld.

2. The indefinite disqualification under section 54(1) of the Unemployment Insurance Act and Unemployment Insurance Regulation 154(1) commencing 14 July 1963 is upheld.

The appeal is dismissed.

The dissenting member of the board of referees stated:

1. Uphold the unemployment insurance officer in regard to period July 9 to 13, during which time claimant's time was spent in obtaining subcontractor and material prices.

Board not informed reason covering October 20-22. Would also allow this period.

2. The claimant hired subcontractors to do the work on his duplex. It would be normal for him to be interested in how the construction was coming along, and to do various clean up jobs and minor work around the building, rather than just sit at home doing nothing while unemployed. He admits doing the heating work during the period October 7 to 11. In view of the fact that the claimant has not the skill and qualifications to carry out all these various phases of construction it would not be necessary for him to supervise the job; since the qualified tradesmen would take care of their particular job; which in turn would be inspected by the building inspector and inspector from Central Mortgage & Housing.

In view of the above I would allow the claim for the period July 14 to October 19, with the exception of time worked on the heating equipment October 7 to 11.

The claimant appealed to the Umpire. The appeal reads:

On April 16, 1963, I moved with my family from Winnipeg to X for certain health reasons in the family and change of climate; on the 17th of April 1963 I reported to the local employment office for a job or unemployment insurance benefits, where I was not given a job and disqualified for six weeks for insurance benefits for the simple reason that I left the job voluntarily in Winnipeg. I asked at the office if something could be done about it and I was refused any help. I was told that I have to wait until the disqualified period is over then I will be entitled to the benefits like everybody else.

Since I was never on unemployment for the last 15 years, that is, since I came to Canada, and I did not know of the regulations so I did let it go at that, and after the disqualified period I started to draw the unemployment benefits.

A few weeks after that on July 9th, 1963, I hired subcontractors to build a house for me ...

While unemployed I went out just about every day to the building site to see how the construction is coming along and once in a while I was doing some clean up jobs here and there which I think was very normal thing to do, instead of sitting at home and doing nothing, or sitting in the beer parlor like so many people do and spend their money that way instead of looking after their families. Now for being interested how the job is coming along I got accused of being self employed and disqualified on my unemployment benefits which I think is very unjust. . . .

For one reason I was available and able to take a job if offered by the office at any time, and the construction would have been carried out without me going out and looking at it, after all I am not a carpenter or builder therefore I can't supervise a job like that where so many trades are involved and I have not the knowledge or experience in any of them, except I got some knowledge in the heating trade so I have done my own sheet metal work on the heating units which took me five days Oct. 7 to 11th where I think for that week I am not entitled to receive benefits.

On Oct. 23, 1963, I have moved into the finished home. Now I am against, that I am penalized for over 3½ months of disqualification, after all there are so many people unemployed and doing work around their own house and still are getting unemployment insurance benefits. . .

The obtaining quotations on sub trades such as plumber, electrician, insulating, lathing, plastering, roofing, floor laying, cabinet maker, etc., was carried out through telephone calls in the evenings, because I could not reach anybody of them during working hours. . . .

In a "Report on Continuing Claim" (Form UIC 493A) dated December 9, 1963, the manager of the local office stated:

Claimant advised today that he has established himself in his own business effective 9 December 1963 and is no longer available for work.

Please note that the building contractor referred to, Mr. AB, is in fact Mr. AC, and is the brother-in-law of claimant's wife. Prior to moving . . . claimant lived in a basement suite owned by Mr. AC. . .

Considerations and Conclusions: According to the jurisprudence established by the Umpire in decision CUB 325, when a claimant is building a house for himself, the question is whether he is available for work. It is significant to note that the board of referees had ruled that the claimant in that case was self-employed, for the following reasons:

In our opinion the claimant while building this house is following an occupation from which he derives profit . . . The simple question is whether the claimant is self-employed. We consider that this project of building a house is of a scope more ambitious than what is contemplated by the Act as an activity in which a claimant can engage without prejudicing his claim to Unemployment Insurance. We consider it in a different category from an unemployed person digging his garden, or other activity of which many illustrations could be given.

It follows that the first question at issue in the present case is whether the fact that one portion of the house being built by the claimant was to be rented at $100 a month made him a self-employed person.

The term "self-employed" is nowhere defined in the Act or the Regulations, but I think it can be said, as a general rule, that one who is engaged in any calling, business or profession which is potentially profitable, i.e., for gain or profit, is self-employed. If the claimant in the present case had built the house for someone else or had built it with the intention of selling it, he would obviously have been self-employed while engaged in building it.

However, in view of the claimant's purpose in building the house in question, i.e., to live in it and rent one single portion thereof, I would be inclined to say that his activity was mainly in the nature of an investment and, therefore, did not have the effect of making him a self-employed person within the meaning, intent and purpose of the Unemployment Insurance Act.

Notwithstanding the above, I nevertheless consider that the claimant is subject to a disqualification in respect of the period in question because, according to the evidence contained in the record, the extent of the activities which he devoted to the building of his house was such that, contrary to his contention in this respect, he could not be available for work within the meaning of section 54(2)(a) of the Act.

I consequently decide to dismiss the claimant's appeal.

Decision CUB 2324, April 8, 1964

Summary of the Main Facts: The claimant filed an application for unemployment insurance benefit on March 4, 1963 and was registered for employment as an insulation man. According to the application, he had worked for B— Limited, Edmonton, Alta., as an insulator at a wage of $2.70 an hour from August 1962 to March 1, 1963, when he became separated from this employment for the following reason: "Laid off. Job completed. Available."

In a statement (Form UIC 493A—Report on Continuing Claim) dated June 18, 1963, the claimant said:

I have not worked since 1 March 1963. I am capable of and available for full-time work as an insulation man but only through my union. I will not work for a non-union employer.

I have not looked for work other than through the union. I go down to the union office two or three times a week and I phone them just about every day. I am Number 6 on the list now; 3½ months ago I was Number 36, so there should be work any time now.

The minimum rate of pay I will accept is $2.75 per hour, which is the union rate. I am willing to go out of town or anywhere in Edmonton . . .

The local office reported: "Union rates for insulators: $2.75 an hour. Non-union: range from $2.25-$2.50 an hour."

The insurance officer disqualified the claimant and suspended benefit from June 16, 1963, on the ground that he had failed to prove he was available for work inasmuch as, after a lengthy period of unemployment, he was restricting his availability as to the type of work and wages he would accept (Section 54(2)(a) of the Act). The insurance officer notified the claimant of the disqualification in a letter dated July 2, 1963.

The union's business agent wrote on July 5 to the manager of the Edmonton local office of the Unemployment Insurance Commission. His letter was accepted as an appeal to a board of referees at the written request of the claimant. The letter reads, in part:

. . . This case is similar to one we had last year about this time and in referring this to a Mr. X— of your staff, we understood that a man was not disqualified, because he refuses to work for a firm we have no contract with.

The contents of the letter that [the claimant] received from your office indicates to me that pressure was put to bear on your behalf from an outside source. By this I mean that [the claimant] received one phone call from an Insulating Contractor (with no contract) and of course [he] refused to work; this call was about a month ago, and today [he] was cut off his claim with a book full of stamps, and the excuse: "in that after a lengthy period of unemployment you are restricting your availability as to type of work and wages you will accept."

[The claimant] is only following what our Local Union has decided to do in a case like this, and that is, "not to work for a contractor without a written assurance of wages and conditions." If [the claimant] did work without the consent of the Union, he is liable for a severe fine and a possible loss of membership; not only this, but what of our contracts with companies who do employ our men . . .

I believe [the claimant] was unjustly disqualified and would like to appeal his case . . .

The business agent represented the claimant at the hearing of the case before a board of referees in Edmonton on July 30. The majority decision of the board of referees reads:

[Claimant's representative] was of the opinion that a union man should not be pressed to work for non-union employers. He stated that the majority of employers in Edmonton are union employers. However, about 25% of the membership is always out of work and the average period of employment during the year is from six to eight months. Many non-union employers are willing to pay union wages but are not willing to adhere to the union working conditions; namely, four journeymen to one apprentice. If a union member goes to work for a non-union employer, he is subject to fines and penalties and even may lose his membership.

In the opinion of the majority of the board the question to answer is this: "Is a man free to restrict himself to union jobs only and still be entitled to draw unemployment insurance benefit, especially after a few months of unemployment?" In the opinion of the majority of the board he has no such right.

The board feels on principle that if there is work paying the going wage, a man on the labour market should take it. This does not mean that a man is, therefore, not free to adhere to his union's constitution. He may continue to be a member of his union. In this case the claimant was offered a non-union job and turned it down. In the opinion of the majority of this board a man is always faced with a choice: to do this or that, but once he makes a choice he must be prepared to bear the consequences of his act. In this particular case the claimant had a perfect right to adhere to his union's constitution and to refuse to work for non-union employers, but he must also be prepared to suffer the consequences, namely, loss of his unemployment insurance benefit.

The board holds that the Fund should not be made available in a case like this as it would, in a way, support the case of the trade unions, who in turn (if they were successful) would be dictating the terms to the general public as far as certain trades are concerned.

Decision 2022 [L.G. 1962, p. 1061] is distinguished from the present one because in that case there were two trade unions—each claiming certain rights—while in the present case there is only one trade union and the claimant voluntarily adheres to its rules and regulations. Decision No. 2026 may be distinguished on the ground that the claimant in that decision was restricting herself to one employer only. In short, the majority of this board is of the opinion that the claimant herein, having refused work with a non-union employer, is so restricting himself that he must be held unavailable for work . . . . The appeal was dismissed.

The dissenting member of the board of referees stated:

Minority report on the grounds that the claimant is governed by his union contract and agreement, which sets rates of pay and working conditions pertaining to his trade.

His representative . . . stated that one of the problems of non-union shops is the ratio of apprentices to journeymen: they employ up to 10 apprentices to each journeyman, and the union contract calls for a ratio of 4 journeymen to each apprentice.

The claimant has proved that he is capable and available for work by the fact that he has registered both with his union and the UIC, and has moved from 36th to 6th position on the union's register, and has found employment through the union's register.

Should the claimant ignore his union's constitution he would be liable to severe penalties and possible loss of membership.

The Union appealed to the Umpire on September 3. The appeal is based on the grounds contained in the Union's letter dated August 27, 1963, which reads:

The decision of the Board of Referees has its merits, but I disagree on the entire case. The decision weighs heavily on section 54(2)(a) of the Unemployment Insurance Act, but the Board has failed, in my opinion, to give any consideration to section 61 (a, b, c,). The claimant, as it stands, is torn between either being disqualified by the Unemployment Commission, or being reprimanded by the Union and possibly loss of membership; the disqualification, in terms of money, would never compare to the loss of membership and the man's way of making a living by his trade.

In conjunction with this case, the Local Union is also on trial; if the decision of the Board of Referees is upheld, the fight to establish a collective agreement with these unfair contractors is lost and the now established agreement with our fair contractors is also weakened.

The fight between the unorganized contractor and the Union is our own fight. We have tried to organize the men that have been sent out to these various firms by the Unemployment Commission; with no malicious thoughts towards the Commission, we have succeeded in holding back at least 97% of our membership from these firms and we have upheld our agreement with our contractors, by not giving a edge to the unfair contractor by supplying men; not only is the Union protecting its membership, it is also standing behind its agreement with the fair contractor and trying to uphold union principles.

The demand for labour is just as great from the fair contractor as it is for the unfair. The union, although pertinacious in its policies, is only asking for an agreement for protection. The fair contractors are paying just as much towards the National Employment system as the unfair are, why should the unfair contractor be able to have a man disqualified from the Unemployment Insurance, when the Employment Commission itself did not refer the man to any given job. The only call made to [the claimant] was by phone from a non-union firm, and yet in a short period of time the man was disqualified—with a book full of stamps.

It would seem to me that principle is not the case here, but the lack of finances by the National Employment system and to back this opinion up, the Referees report . . . of the Insurance Officer's decision dated July 2, 1963, reads:

"You have failed to prove that you are available for work, as required by sections 54 (2) (a) of the Unemployment Insurance Act, in that after a *lengthy period of unemployment* you are restricting . . ."

I say that the claimant involved has not failed to prove that he is available for work. He will work; he is only asking that the unfair contractor prove to him that his word of conditions and wages be proven by contract and were it not for the fact that a unfair contractor has phoned, the man would have been working for a fair contractor, because he is available and will work . . .

In a statement of observations, dated October 21, for consideration by the Umpire, the Chief of the Adjudication Division of the Unemployment Insurance Commission said:

In its appeal, the Union reports that opportunities for employment in this trade are more numerous in union shops than in non-union shops. Information obtained from the local office indicates that 80% of the employment opportunities for insulation workers in the Edmonton area require union membership. Out of eight Edmonton firms engaged in pipe and boiler insulation, there are three small non-union firms employing two to four workers each, and the others are union firms which had from four to thirteen workers in the first week of October 1963. The largest union firm may, at times, hire as many as 70 insulation workers to handle large contracts.

While it appears that employment opportunities are greater in union shops than in non-union shops, the limiting of acceptance of work to union shops may, nevertheless, be an undue restriction of availability, particularly after a reasonable period of unemployment has elapsed.

The claimant involved in this appeal was restricting his availability to places under labour contract with his union, after being unemployed over three months and even though, according to the appellant, employment in his usual occupation was available elsewhere.

The Union appeal appears primarily based on the provisions of section 61 of the Act. It is submitted that section 61 protects an insured person only from a disqualification for leaving or refusing to accept employment (CUBs 2026, 2038). Furthermore, such protection applies only where it is the employer who takes the initiative of preventing the employee from exercising his rights and not where the initiative is taken by the union to impose a condition whereby the claimant would allegedly lose these rights (CUBs 2022, 2182).

In CUB-1662 [L.G. 1959, p. 1087], the Umpire held that a claimant who, after a reasonable period of unemployment, was restricting her availability to such work where her union was the bargaining agent was not fulfilling the availability requirement.

It is submitted that the majority decision of the Board of Referees is in accordance with the Act and the jurisprudence and should be confirmed.

The union requested an oral hearing before the Umpire. At the hearing in Toronto on March 9, 1964, the claimant was represented by the Vice-President of the International Association of Heat and Frost Insulators and Asbestos Workers; the Unemployment Insurance Commission, by one of its solicitors.

Considerations and conclusions: According to long-established jurisprudence, a claimant must show, in order to prove that he is available for work, that he is able, willing and ready to accept immediately any employment for which he is suited by skill, training or aptitude and for which there is a normal demand in the labour market.

In the present case, the record shows that the claimant was not willing nor ready

(*Continued on page 614*)

Wage Schedules Prepared and Contracts Awarded in May

Works of Construction, Remodelling, Repair or Demolition

During May the Department of Labour prepared 278 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 161 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 203 contracts (not listed in this report) which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited and the Departments of Defence Production, Northern Affairs and National Resources, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in May for the manufacture of supplies and equipment were as follows:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Construction (1951) Limited	1	$19,500.00
Defence Production		
(April)	137	823,360.00
(May)	132	1,180,764.00
Post Office	2	11,079.10
Royal Canadian Mounted Police	1	2,430.00
Transport	4	36,539.25

The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made in May

During May the sum of $8,597.69 was collected from thirteen contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 151 workers concerned.

Contracts Containing Fair Wage Schedules Awarded in May

ATOMIC ENERGY OF CANADA LIMITED

Chalk River Ont: Ontario Building Cleaning Co Ltd, cleaning windows & various areas, Bldg No 150; Applied Insulation Co Ltd, insulation of loop components & piping, Bldg No 150. *Whiteshell Man:* Larson Painting & Decorating, painting, WR-1 Reactor, NRE.

CENTRAL MORTGAGE AND HOUSING CORPORATION

Halifax N S: Conniston Construction Co, landscaping for 86 housing units, phase 2 (FP 4/59). *Saint John N B:* Western Plumbing & Heating Co Ltd, conversion of heating system, Rockwood Court. *Montreal Que:* Rodier & Freres, redecoration of suites & public areas, Benny Farm Project; Broadway Paving Co Ltd, site renovation & planting, Benny Farm Project; L L Solty & Sons Ltd, site improvement & planting, Le Domaine Project. *Pointe Claire Que:* L L Solty & Sons Ltd, site renovation & planting. Delmar Court Project. *Delhi Ont:* Alf Erickson, construction of 10 housing units, site works & landscaping (FP 2/63). *North Battleford Sask:* Piggott Construction Ltd, construction of 20 housing units, site works & landscaping (FP 1/63).

In addition, this Corporation awarded 27 contracts containing the General Fair Wages Clause.

DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

Abitibi Indian Agency Que: F E Johnston Drilling Co Ltd, drilling & construction of well, Amos IR. *The Pas Indian Agency Man:* F W Sawatzky Ltd, dismantling & relocating Nelson House UC school, Nelson House IR. *File Hills-Qu'Appelle Indian Agency Sask:* Regel Bros Construction Ltd, installation of water supply & fire protection system, Qu'Appelle IRS. *Meadow Lake Indian Agency Sask:* Botting & Dent Ltd, installation of sewage drainage, Beauval IRS. *Blood Indian Agency Alta.;* Geo H Baxter & Son Ltd, renovations to mechanical services (Phase I), St Paul's IRS. *Lesser Slave Lake Indian Agency Alta:* P Kinderwater, construction of porch additions, Horse Lakes IR.

DEFENCE CONSTRUCTION (1951) LIMITED

Greenwood N S: Froggett & van der Mout, painting 195 PMQs & 95 garages, RCAF Station. *Halifax N S:* Standard Construction Co Ltd, extension to Bldg D-122, HMC Dockyard. *Shelburne N S:* Robert E Collupy Ltd, construction of five housing units, Naval Base. *Camp Gagetown N B:* Modern Construction Ltd, construction of QM & Tech Stores Bldg, garage & erection of prefab bldgs. *Bagotville Que:* Alberic Levesque, repairs to roads, RCAF Station. *Longue Pointe Que:* Frost Steel & Wire Co (Quebec) Ltd, supply & erection of chain link fence, Ordnance Depot. *Valcartier Que:* Nordbec Construction Inc, renovations of Bldg 85, Camp. *Val d'Or Que:* Paquin Construction Co Ltd, rebuilding runway 18-36, RCAF Station. *Ville La Salle Que:* Bemac Protective Coatings Ltd, application of hot mastic asphalt roofing. HMCS *Hochelaga;* Efficiency Maintenance & Construction Ltd, repairs to concrete loading ramps. *Camp Borden Ont:* Riverside Painting & Decorating Ltd, exterior painting of 40 concrete block PMQs. *London Ont:* United Fabricators Ltd, repairs to roof purlins, 27 COD. *Petawawa Ont:* Walker Painting & Decorating Co Ltd, exterior painting of various bldgs, Camp; Eastern Painting Contracting Co, exterior painting of 226 PMQs, Camp. *Rockcliffe Ont:*

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H J McFarland Construction Co Ltd, resurfacing & repairing roads, RCAF Station. *Toronto Ont:* Inspiration Ltd, construction of Moss Park Armoury. *Portage la Prairie Man:* Plains City Electric Co Ltd, construction of APU Bldg, RCAF Station. *Moose Jaw Sask:* Sprayturf Ltd, aerodrome fencing, grading & seeding, RCAF Station. *Cold Lake Alta:* Federal Joint Sealing Co of Canada Ltd, cleaning & sealing cracks & joints in runways, RCAF Station; J Mason & Sons Ltd, exterior painting of 207 PMQs, RCAF Station. *Namao Alta:* Alph's Decorating Ltd, exterior painting of 130 PMQs, RCAF Station.

In addition, Defence Construction (1951) Limited awarded one contract containing the General Fair Wages Clause.

DEPARTMENT OF DEFENCE PRODUCTION

(Construction)

Goose Bay (Labr) Nfld: Canadian Vickers Ltd, repairs to boilers, RCAF Station. *Summerside P E I:* C & F Building Products Ltd, supply & installation of combination storm & screen metal windows, RCAF Station; Arnold Cameron, painting in RCAF bldg & other structures, RCAF Station; Curran & Briggs Ltd, repairs to roads, etc, RCAF Station; Curran & Briggs Ltd, emergency repairs to runways, RCAF Station; Fitzgerald & Snow Ltd, installation of fire stops in eaves of 67 duplex units, RCAF Station. *Aldershot N S:* Fred T Cleveland, interior painting of various bldgs, Camp. *Bedford N S:* D A Cummings Ltd, renewal of roofs on various bldgs, RCN Magazine. *Greenwood N S:* G W Sampson Construction Co Ltd, floor refinishing in PMQs, RCAF Station. *Halifax N S:* Miller Electric Sales & Services, rewiring first & second floors, Maritime Air Command Headquarters, 5225 South Street. *Shearwater N S:* J L McNamara, replacement of floor coverings in various bldgs, RCN Air Station. *Yarmouth N S:* D J Lowe Ltd, reroofing main drill hall & lean-to roofs, Bldg No 4, Armouries. *Fredericton N B:* Gorman Construction, repairing & sealcoating parking area & paving entrance & floor of Area Commander's garage, HQ, N B area. *Sussex N B:* Boudreau Sheet Metal Works Ltd, application of pitch & gravel roof on drill hall, Camp. *Montreal Que:* Eagle Paving Co Ltd, repair & resurfacing ramps & loading platforms, 4 Works Coy, RCE, 6769 Notre Dame Street East; Morin & Plante Co Ltd, reroofing various bldgs, 4 Works Coy, RCE, 6769 Notre Dame Street East. *Valcartier Que:* Adjutor Pouliot, interior painting of 27 PMQs, Camp. *Centralia Ont:* Ontario Painting & Decorating, exterior painting of 90 PMQs, RCAF Station. *Kingston Ont:* Amherst Painting & Decorating, repainting of 24 PMQs; Amherst Painting & Decorating, repainting exterior of 31 bldgs, Barriefield Camp; Canada Shipbuilding & Engs Ltd (Kingston Shipyards Division), replacement of steam heating boiler in Barriefield Camp. *Petawawa Ont:* Peter E Sylvestre & Sons Ltd, roofing of various bldgs, Camp. *Trenton Ont:* Miller Paving Ltd, cleaning & repairing asphalt, RCAF Station. *Moose Jaw Sask:* Moose Jaw Heating & Plumbing Co, installation of air conditioning system, RCAF Station. *Calgary Alta:* Consolidated Concrete Ltd, supply & spreading gravel on road areas, Sarcee Camp. *Edmonton Alta:* Ernest Painting & Decorating Ltd, exterior painting of 63 PMQs, Griesbach Barracks. *Aldergrove B C:* M & M Insulation Ltd, reroofing of HMSC *Aldergrove.*

In addition this Department awarded 67 contracts containing the General Fair Wages Clause.

(Catering Services)

Hamilton Ont: Canada Catering Co Ltd, catering at HMCS *Patriot. Comox B C:* Centennial Caterers Ltd, catering at HMCS *Quadra.*

DEPARTMENT OF FORESTRY

Chalk River Ont: Steds Ltd, construction of research sawmill, Petawawa Forest Experiment Station.

NATIONAL HARBOURS BOARD

Saint John N B: J G Fitzpatrick Ltd, construction of transit shed "B", Long Wharf. *Vancouver B C:* Bristol Construction Co Ltd, construction of loading platform, shed No 2, Centennial Pier.

DEPARTMENT OF NORTHERN AFFAIRS AND NATIONAL RESOURCES

Cape Breton Highlands National Park N S: Maritime Builders Ltd, construction of water system in Cheticamp area. *Fundy National Park N B & Prince Edward Island National Park P E I:* Berken Painting Co, road centre line striping.

In addition, this Department awarded three contracts containing the General Fair Wages Clause.

POST OFFICE DEPARTMENT

This Department awarded 21 contracts containing the General Fair Wages Clause.

PROJECTS ASSISTED BY FEDERAL LOAN OR GRANT

Harriston Ont: Cornell Construction Co Ltd, construction of sanitary sewers; Graham & Graham Ltd, construction of sewage lagoons & appurtenances. *Parry Sound Ont:* Meldon Construction Ltd, construction of sanitary sewers & forcemains (Contract "A"); John Gaffney Construction, construction of sewage pumping stations (Contract "B"); Ruliff Grass Construction Co Ltd, construction of sewage treatment plant (Contract "C"). *Brandon Man:* Simkins Construction Co Ltd, construction of main sewage lift station (Contract "A"); Simkins Construction Co Ltd, construction of main outfall sewer & force line (Contract "C"); Simkins Construction Co Ltd, construction of sewage lagoons (Contract "D"). *Winnipeg Man:* Wallace & Akins Ltd, structural alterations to Montcalm pumping station.

DEPARTMENT OF PUBLIC WORKS

Bell Island Nfld: Glen Construction Co Ltd, wharf repairs. *Gaskiers Nfld:* Benson Builders Ltd, wharf repairs. *St Alban's Nfld:* J J Hussey Ltd, wharf extension. *St John's Nfld:* Dominion Construction Co Ltd, installation of emergency diesel generator, Bldg 306, Fort Pepperrell; Sanitary Cleaners Ltd, cleaning windows of federal bldgs. *Wareham Nfld:* Peter Collins & Hubert Wilkins, construction of wharf. *Tignish P E I:* H J Phillips & Son, harbour improvements. *Wood Islands P E I:* Norman N MacLean, harbour & ferry terminal improvements. *Blue Rocks N S:* Mosher & Rawding Ltd, breakwater reconstruction. *Blue Cove N B:* Diamond Construction (1961) Limited, breakwater repairs. *Cape Tormentine N B:* Leo LeBlanc, wharf repairs. *Lower Caraquet N B:* Connolly Construction Ltd, wharf replacement. *Maisonnette N B:* La Construction de St Paul Ltee, wharf extension. *Saint John (Negro Point) N B:* J W McMulkin & Son Ltd, breakwater repairs. *St Martins N B:* Raymond Slattery, breakwater repairs. *Anse-aux-Basques Que:* Arthur Deschenes, construction of pilotage station. *Contrecoeur Que:* Welco Construction Inc, construction of retaining wall. *Grande Entree M I Que:* J W Delaney Ltd, pile wharf reconstruction. *Herouxville Que:* Wilson Jacob, construction of post office bldg. *La Tabatiere Que:* Landry Construction Inc, construction of foundation for salt shed. *Louiseville Que:* Delmont Construction Ltee (1962), construction of federal bldg. *Portage du Fort Que:* Jean Paul Richard, repairs to bridge deck. *Quebec Que:* Les Entreprises Lairet Ltd, joint pointing & exterior repainting, Quebec Marine Agency Bldg. *Riviere au Renard Que:* Emile Cloutier Enrg, wharf improvements. *Romaine Que:* Roger Boudreau & Charles Verreault, wharf repairs. *St Anicet (Cazaville) Que:* Les Entreprises Sorel Enrg, construction of wharf. *St Antoine-sur-Richelieu Que:* Les Entreprises J R Denoncourt Enrg, construction of retaining wall. *St Augustin (Plage St Laurent) Que:* Les Entreprises Cap Diamant Ltee, construction of retaining wall (lots 537-24 to 537-38 incl.) *St Jean I O Que:* Les Entreprises Cap Diamant Ltee, construction of retaining wall. *St Laurent I O Que:* Les Entreprises Cap Diamant Ltee, construction of retaining wall. *St Marc-sur-Richelieu Que:* Les Entreprises J R Denoncourt Enrg, construction of retaining wall. *Ste-Marguerite-du-Lac-Masson Que:* J M Cote, construction of wharf. *Vercheres Que:* Verex Inc, construction of retaining wall (Lot 203). *Burlington Channel Ont: Dean Construction Co Ltd, reconstruction west end of south pier. Departure Lake (Cochrane) Ont:* Nipissing Construction Co, wharf repairs. *Killarney Ont:* G F Coles Construction Ltd, harbour improvements. *London Ont:* Tripod Construction Ltd, renovations to 3rd floor, Lipton Bldg, 120 Queens Ave. *Ottawa Ont:* J R Statham Construction Ltd, cornice alterations & repairs, Daly Bldg; R Strang, exterior painting, Rideau Hall; Hansa Construction Ltd, general alterations in certain areas, Hunter Bldg. *Toronto Ont:* J & A Floor Cleaning Co of Canada Ltd, cleaning interior, UIC Bldg, Dundas & Jarvis Sts. *Ashern Man:* Arnason Engineering Co, construction of RCMP detachment quarters. *Amisk Lake Sask:* Sorenson Construction Co Ltd, wharf construction. *Cabri Sask:* Knutson Construction Co Ltd, construction of RCMP detachment quarters. *Fort Qu'Appelle Sask:* G Hahn Construction Ltd, construction of RCMP detachment quarters. *Edmonton Alta:* Jani-Serv Ltd, cleaning interior, etc, Oliver Bldg, 100th Ave & 103rd St; Mercury Maintenance Services Ltd, interior cleaning, UIC Bldg, 107th St & 102nd Ave. *Lethbridge Alta:* Howell Refractories Ltd, repairs & alterations to incinerator, Animal Diseases Research Institute; Oland Construction (1959) Ltd, installation of water & sewer services for Animal Research Station; Arias (Spanish) Construction Ltd, construction of Administration Wing, Animal Research Station. *Meanook Alta:* Lockerbie & Hole Western Ltd, repairs to fire pump, Observatory. *Agassiz B C:* Muna Construction, construction & alterations to Mountain Prison. *Alert*

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Bay B C: McGinnis Construction Ltd, construction of federal bldg. *Comox B C:* Ed Sawchuck Contracting Co Ltd, float renewal. *Kamloops B C:* Kamloops Paving Co, application of blacktop, RCMP Administration Bldg area. *Nanaimo B C:* Quinney & Fuller Construction Ltd, alterations to mail lobby, federal bldg; Marine Pipeline & Dredging Ltd, assembly wharf & lumber storage area extension, dredging & fill (Phase 1). *Port Renfrew B C:* Pacific Piledriving Co Ltd, wharf repairs. *Port Simpson B C:* Greenlees Piledriving Co Ltd, wharf extension. *White Rock B C:* Ocean Cement Ltd, breakwater repairs & harbour improvements. *Fort Smith N W T:* Russell's Decorators, redecoration & painting, federal housing. *Yellowknife N W T:* Haener & Anderson Ltd, redecoration & painting, federal housing. *Watson Lake-Ross River Y T:* Proctor Construction Co Ltd construction of development road, Mile 144-170.9. *Whitehorse Y T:* Ernie's Garbage Collection, removal & disposal of refuse, North West Highway System; Terry's Radio & Electric Ltd, refrigeration equipment services, North West Highway System; Northland Refrigeration & Thermal Controls, refrigeration equipment services (MP 543 to MP 1202), Northwest Highway System.

In addition, this Department awarded 57 contracts containing the General Fair Wages Clause.

THE ST LAWRENCE SEAWAY AUTHORITY

St Catharines Ont: Jones Bros, masonry renovation to Lock No 3, substation, Welland Canal.

DEPARTMENT OF TRANSPORT

Saint John (Lorneville) N B: Cardinal Construction Ltd, construction of remote receiver bldg with site development, entrance road & related work. *Dorval Que:* The Foundation Co of Canada Ltd, renovations to air conditioning, weather office, Air Terminal Bldg, Montreal International Airport; Leonard J Weber Construction Co, construction of maintenance garage, services bldg & related work, Montreal International Airport. *London Ont:* Canadian Comstock Co Ltd, installation of metal clad switchgear, Airport. *Malton Ont:* Inspiration Ltd, construction of various bldgs & related work, Toronto International Airport. *Windsor Ont:* Whelpton Electric Ltd, installation of LI lighting for approaches to runway 12-30. *Winnipeg Man:* J H From Landscape Gardeners Ltd, landscaping air terminal area, International Airport. *Edmonton Alta:* Alex Munawych, fencing weather surveillance radar site, construction of access road & related work, International Airport. *Kimberley B C:* Griffith Contractors Ltd, construction of access road to VOR site. *Prince George B C:* Ben Ginter Construction Co Ltd, seal coating & extension to runway 14-32, etc, Airport. *Sandspit B C:* Stevenson Construction Co Ltd, modifications to VOR bldg & related work. *Norman Wells N W T:* McRae & Associates Construction Ltd, construction of garage in dwelling area.

In addition, this Department awarded 27 contracts containing the General Fair Wages Clause.

Recent Regulations

(*Continued from page 597*)

$4 a week for room rent; $8 a week for meals; 40 cents for a single meal; and $12 a week for room rent and meals: In Zone 3, the amounts are: $3 a week for room rent; $7 a week for meals; 35 cents for a single meal, and $10 a week for room rent and meals.

Deductions for board or lodging may not be made from an employee's earnings unless she has actually received the meals and occupied the room supplied to her nor may she be charged for more than one meal in each three hours worked. No standards are laid down for rooms, however.

Deductions from the minimum weekly wages for the purchase and upkeep of uniforms or similar articles of apparel are again prohibited.

PRICE INDEX

Consumer Price Index, June 1964

After remaining stable for two months, the consumer price index (1949=100) increased 0.2 per cent between May and June, to 135.3 from 135.0, a record. The June index was 1.9 per cent above the June 1963 index of 132.8.

The increase was chiefly the result of a 1.0-per-cent increase in the food group and lesser increases in the housing and clothing components. The transportation and recreation and reading components decreased slightly, the health and personal care and tobacco and alcohol indexes were unchanged.

The food index advanced 1.0 per cent to 132.5 from 131.2. Price increases were reported for most fresh and canned fruit, fresh vegetables, meats and poultry. Prices were lower for eggs, sugar, oranges, strawberries and tomatoes.

The housing index edged up 0.1 per cent to 138.4 from 138.3. The shelter component moved up as a result of increased rent and higher home-ownership prices. In the household operation component, slightly higher prices for floor coverings and textiles were offset by lower prices for fuel and furniture.

The clothing index declined 0.3 per cent to 142.0 from 142.4. The automobile operation component was lower as a result of scattered lower prices for new cars, gasoline and chassis lubrication. In the travel component, decreases in rail and bus rates in Ontario and Quebec moved the index.

The health and personal care index was unchanged from its May level of 167.3.

The recreation and reading index was 0.1 per cent lower at 151.4 from 151.5. Lower prices for sports equipment moved the recreation component but reading was unchanged.

The tobacco and alcohol index was unchanged at 120.2.

Group indexes in June 1963 were: food 129.7, housing 136.0, clothing 116.0, transportation 140.3, health and personal care 162.7, recreation and reading 149.3, and tobacco and alcohol 117.8.

City Consumer Price Indexes, May 1964

Consumer price indexes (1949=100) for the ten regional cities exhibited mixed movements between April and May: indexes were higher in four cities, lower in four, and unchanged in two.

Movements ranged from a decline of 0.3 per cent in both Montreal and Ottawa to a rise of 0.6 per cent in St. John's.

Food indexes declined in six cities and rose in four, the changes ranging from a drop of 1.1 per cent in Ottawa to a rise of 0.4 per cent in Halifax. Indexes for housing rose in five cities, fell in three, and remained unchanged in two. Clothing indexes were lower in four cities, higher in three, and constant in three.

Transportation indexes decreased in eight cities, increased in one, and remained unchanged in one. Health and personal care indexes were higher in eight cities, lower in one, and unchanged in one. Recreation and reading indexes registered increases in eight cities and held steady in two. Tobacco and alcohol indexes were higher in three cities, lower in two and constant in five.

Regional consumer price index point changes between April and May were: St. John's +0.7 to 121.0*; Saint John +0.1 to 134.4; Winnipeg +0.1 to 132.1; Vancouver +0.1 to 132.7; Montreal —0.4 to 134.3; Ottawa —0.4 to 135.5; Toronto —0.2 to 136.4; Edmonton-Calgary —0.2 to 127.8. Halifax and Saskatoon-Regina remained unchanged at 131.8 and 129.3. respectively.

Wholesale Price Index, May 1963

Canada's general wholesale price index (1935-39=100) stood at 245.9 in May, up 0.1 per cent from the April index of 245.6 and 0.6 per cent higher than the May 1963 index of 244.4.

Seven of the eight major group indexes were higher in May, and the remaining one was lower.

The wood products group index rose 0.4 per cent to 332.4 from 331.0 in April, and the vegetable products group index rose 0.3 per cent to 226.6 from 226.0.

Indexes for the other five major groups that posted gains were: animal products, 249.8 (249.5 in April); iron products, 255.7 (255.4); non-metallic minerals, 190.7 (190.5); non-ferrous metals, 204.2 (204.1); and chemical products, 190.3 (190.2).

The textile products group index declined 0.4 per cent to 249.0 from 249.9.

The index of Canadian farm product prices at terminal markets (1935-39=100) advanced 1.3 per cent to 219.4 from 216.6 in the three weeks ending May 22. The field products index rose 2.8 per cent to 171.1 from 166.4 as potato prices rose sharply on both Eastern and Western markets. The animal products index moved up 0.3 per cent to 267.6 from 266.8.

The residential building materials price index (1935-39=100) rose 0.5 per cent to 330.9 in May from 329.1 in April. On the 1949=100 base, it rose to 145.1 from 144.3.

*On base June 1951=100.

The non-residential building materials price index (1949=100) rose 0.1 per cent to 141.4 from 141.3 in April.

U.S. Consumer Price Index, May 1964

The United States consumer price index (1957-59=100) in May remained stable at the April level of 107.8, a record.

The cost of eggs, milk, sugar, fuel oil, household furnishings and appliances, and new cars declined during the month. Potatoes, coffee, used cars, gasoline, medical services, were among items that rose in price.

Since May 1963, the index has risen from 106.2, a rise of 1.6 points; since the beginning of the year, 0.1 point, from 107.7.

British Index of Retail Prices, April 1964

The British index of retail prices (Jan. 16, 1962=100) rose to 106.1 at mid-April from 105.2 at mid-March. The April 1963 index was 104.0.

The housing index rose to 113.8 from 111.3 in March, as a result of higher rents and maintenance and repair costs. The food index rose to 107.4 compared with 105.8 in March.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the Library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE. List No. 189

Annual Reports

1. AUTOMOBILE MANUFACTURERS ASSOCIATION. *Automobile Facts and Figures.* 1964 edition. [Detroit] 1964. Pp. 71.

2. BRITISH COLUMBIA. DEPARTMENT OF LABOUR. *Annual Report for the Year ended December 3, 1963.* [Victoria? Queen's Printer, 1964] Pp. 102.

3. CANADA. DEPARTMENT OF LABOUR. LEGISLATION BRANCH. *Provincial Labour Standards concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Equal Pay for Equal Work, Workmen's Compensation, Fair Employment Practices and Weekly Rest-Day.* December 1963. Ottawa, Queen's Printer, 1964. Pp. 39.

4. NOVA SCOTIA. WORKMEN'S COMPENSATION BOARD. *Report for 1963.* Halifax, Queen's Printer, 1964. Pp. 35.

5. NEW BRUNSWICK. WORKMEN'S COMPENSATION BOARD. *Forty-fifth Annual Report, 1963.* St. John, 1964. Pp. 29.

6. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *January 1964 Economic Report of the President; Hearings before the Joint Economic Committee, Congress of the United States, Eighty-eighth Congress, Second Session. Washington,* GPO, 1964. 2 parts.

Contents: Pt. 1. Hearings, January 23, 27, 28 and 29, 1964. Pt. 2. Invited comments. February 1964.

7. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *Joint Economic Report, 1964; Report on the January 1964 Economic Report of the President with Minority and Additional Views.* Washington, GPO, 1964. Pp. 74.

8. U.S. DEPARTMENT OF LABOR. *Report of the Secretary of Labor on Manpower Research and Training in accordance with Section 309 of the Manpower Development and Training Act.* Transmitted to Congress, March 1964. Washington, GPO, 1964. Pp. 193.

A summary and evaluation of progress made during the calendar year 1963 under the Manpower Development and Training Act of 1962.

Collective Agreements

9. ASSOCIATION PROFESSIONNELLE DES INDUSTRIELS. *Décrets et comités paritaires; mémoire sur la loi de la convention collective soumis au Conseil supérieur du travail. Note liminaire sur la nature et l'histoire de la loi de la convention collective* par le Père G. Hébert, S. J. Montreal, Les Editions Bellarmin, 1964. Pp. 133.

10. FELDMANN, HANS ADOLPH. *How to negotiate a Workable Labor Agreement.* Deerfield, Ill., Management Information Center, inc. [c1963] 1 volume (looseleaf).

In simple, straightforward manner tells how to go about negotiating a labour agreement and then goes on to discuss and analyze each of the provisions found in many labour agreements.

Disabled—Rehabilitation

11. GOLDSMITH, SELWYN. *Designing for the Disabled; a Manual of Technical Information.* [London, Royal Institute of British Architects, Technical Information Service, c1963] Pp. 236.

"Report of a research project financed by the National Fund for Research into Poliomyelitis and Other Crippling Diseases with support from the Building Trades Exhibition Ltd."

12. U.S. PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED. *Report of the 1963 Annual Meeting.* Washington, GPO, 1964. Pp. [50].

Economic Conditions

13. ATLANTIC PROVINCES ECONOMIC COUNCIL. *Local Initiative for Economic Development.* Halifax, 1963. Pp. 49.

Describes briefly the activities of some municipal and county development agencies in the U.S. and Canada. Contains information about what is being done in Edmundston and Moncton, N.B., and Truro, N.S.

14. MYRDAL, GUNNAR. *Challenge to Affluence.* New York, Pantheon Books, 1963. Pp. 172.

This book by the distinguished Professor of International Economics at Stockholm University is an amended and somewhat enlarged version of three McEnervey lectures presented at the University of California in April 1963. The author suggests means of improving the American economy.

15. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *Industrialization and Productivity Bulletin 7.* New York, United Nations, 1964. Pp. 64.

Partial Contents: Projection of Demand for Industrial Equipment. Seminar on Industrial Development Programming in the Latin American Region. Standardization in a Developing Economy. The Inter-American Development Bank and Industrial Development in Latin America.

Education

16. DYER, HENRY, S. *Manual for analyzing Results of an Educational Experiment (Analysis of Covariance)* [by] Henry S. Dyer [and] William B. Schrader. Princeton, Educational Testing Service, 1960. Pp. 27 [8].

17. GREAT BRITAIN. COMMITTEE ON HIGHER EDUCATION. *Higher Education; Report.* Lord Robbins, chairman. HMSO, 1963. Pp. 335.

Department of Labour Library has the following Appendices: vol. 1. The Demand for Places in Higher Education. (342p.). vol. 3. Teachers in Higher Education. ([259] p.). vol. 4. Administrative, Financial and Economic Aspects of Higher Education. (166 p.).

18. PARNES, HERBERT S. Ed. *Planning Education for Economic and Social Development.* Paris, Organization for Economic Cooperation and Development, 1963. Pp. 270.

"Lectures presented at the Training Course for Human Resource Strategists organized by the Directorate for Scientific Affairs at . . . Frascati, Italy, 3rd-28th September, 1962."

19. PRINCETON UNIVERSITY. INDUSTRIAL RELATIONS SECTION. *Economic Aspects of Education; Three Essays,* by William G. Bowen. Princeton, 1964. Pp. [127].

Contents: Assessing the Economic Contribution of Education: an Appraisal of Alternative Approaches. University Finance in Britain and the United States: Implications of Financing Arrangements for Educational Issues. British University Salaries: Subject Differentials.

Education—Labouring Classes

20. LABOUR COLLEGE OF CANADA. *Report of the 1st Session, June 3rd-July 19th, 1693.* [Montreal, 1964] Pp. 28.

Text in English and French.

The Labour College of Canada was established in Montreal through the co-operation of the University of Montreal, McGill University, the Canadian Labour Congress and *La Confederation des Syndicats Nationaux* and received a charter as an independent institution in 1963. Its teaching staff comes from the University of Montreal, McGill University as well as from other universities and from the labour movement. All of the students for the first term came from trade union organizations but the College intends to permit non-union students to attend as well.

21. ZACK, ARNOLD MARSHALL. *Labor Training in Developing Countries, a Challenge in Responsible Democracy.* With a foreword by William Y. Elliott. New York, Praeger, 1964. Pp. 189.

Contains information about training institutes and extension courses supported by governmental and non-governmental agencies that are providing instruction for those who are organizing labour unions in underdeveloped countries.

Employment Management

22. NATIONAL INDUSTRIAL CONFERENCE BOARD. CANADIAN OFFICE. *Company Contributions in Canada,* by John H. Watson and Monteath Douglas. Montreal, c1963. Pp. 60, 26.

A study of the gift practices of 229 cooperating companies that reported details of their charitable contributions for the year 1958.

23. NATIONAL INDUSTRIAL CONFERENCE BOARD. CANADIAN OFFICE. *Company-paid Moving Expenses for Individual Employees* [by John R. Kinley] Montreal, c1959. Pp. 30.

24. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Attitudes and Methods of Communication and Consultation between Employers and Workers at Individual Firm Level; International Joint Seminar, London, 26th February-2nd March, 1962.* Report by J. K. L. Taylor. Paris [1963?] Pp. 121.

The Seminar considered the part played by employers (including supervisory staff) and employees in communication, evaluated spoken and written communication, and suggested means of training staff in communications.

Labour Laws and Legislation

25. McADAMS, ALAN KELLOGG. *Power and Politics in Labor Legislation.* New York, Columbia University Press, 1964. Pp. 346.

A very readable account of events leading up to the passage of the Labor-Management Reporting and Disclosure Act of 1959 (the Landrum-Griffin Act) by the U.S. Congress.

Items 26 to 31 were prepared by U.S. Bureau of Labor Statistics and published by the U.S. Government Printing Office in Washington in 1963.

26. *Labor Law and Practice in Austria.* Pp. 57 .

27. *Labor Law and Practice in Ecuador.* Pp. 41.

28. *Labor Law and Practice in Haiti.* Pp. 55.

29. *Labor Law and Practice in the Philippines.* Pp. 85.

30. *Labor Law and Practice in Turkey.* Pp. 70.

31. *Labor Law and Practice in Yugoslavia.* Pp. 63.

Labour Organization

32. AYUSAWA, IWAO FREDERICK. *Organized Labor in Japan.* Tokyo, Foreign Affairs Association of Japan, 1962. 2 volumes in 1.

Contents: Pt. 1. Postwar Developments in Organized Labor, 1945-1952. Pt. 2. Organized Labor in Present-day Japan, 1953-1961.

33. BROTHERHOOD RAILWAY CARMEN OF AMERICA. *Proceedings of the 23rd Convention held at Kansas City, Missouri, September 3 to September 13, 1963 inclusive.* Kansas City, 1963. Pp. 725.

Labour Supply

34. ATLANTIC PROVINCES ECONOMIC COUNCIL. *Employment Requirements in the Atlantic Provinces.* Halifax, 1963. Pp. 27.

". . . Contains the Atlantic Provinces Economic Council's estimate of the number of new jobs required to provide reasonably full employment in the Atlantic Region by 1980."

35. U.S. BUREAU OF LABOR STATISTICS. *Employment Outlook and Changing Occupational Structure in Electronics Manufacturing.* Washington, GPO, 1963, Pp. 61.

Labouring Classes

36. GALENSON, WALTER, Ed. *Labor in Developing Economies.* Berkeley, University of California Press, 1962. Pp. 299.

Contains essays on labour conditions in Argentina, Brazil, Chile, Indonesia, Israel, Pakistan, and Turkey.

37. INGLIS, KENNETH STANLEY. *Churches and the Working Classes in Victorian England.* London, Routledge and Kegan Paul [1963] Pp. 350.

After stating that the British working class was not interested in religion during much of the 19th century, the author tells what effects the various churches made to attract the workers.

38. INTERNATIONAL INSTITUTE FOR LABOUR STUDIES. *Report for 1963.* Geneva, 1964. Pp. 17.

39. INTERNATIONAL LABOUR OFFICE. *Report to the Government of Greece on Labour Statistics (Employment and Payroll Statistics).* Geneva, 1963. Pp. 39.

At head of title: ILO/TAP/Greece/R. 19. Expanded Programme of Technical Assistance.

40. LEWIS, HAROLD GREGG. *Unionism and Relative Wages in the United States, an Empirical Inquiry.* Chicago, University of Chicago Press, 1963. Pp. 308.

A comparative study of the wages of unionized and non-unionized workers in the U.S. The author also reports his findings after an examination of the writings of other economists on this subject.

41. LUPTON, THOMAS. *On the Shop Floor; Two Studies of Workshop Organization and Output.* New York, Macmillan [c1963] Pp. 208.

This study is based on research carried out from the Department of Social Anthropology at the University of Manchester during 1955 and 1956. It deals with the influence of technological, administrative and social factors on the level of output of two groups of workers, one in an electrical engineering workshop, and the other in a garment assembly workshop. The author worked for two periods of six months as an operator in the workshops in order to collect his data.

42. U.S. BUREAU OF EMPLOYMENT SECURITY. *Family Characteristics of the Long-term Unemployed; a Report on a Study of Claimants under the Temporary Extended Unemployment Compensation*

Program, 1961-1962. Exhaustees, May and September 1961 and January and April 1962 Surveys. Washington, GPO, 1964. Pp. 178.

This report ". . . presents family, personal, and economic characteristics of those claimants, interviewed during four surveys conducted in May and September 1961 and January and April 1962, who used up all of their extended benefit entitlement by June 30, 1962, the terminal date of the TEUC program."

43. U.S. BUREAU OF LABOR STATISTICS. *Economic Forces in the United States in Fact and Figures; its People; its Labour Force; its Economy.* 7th Edition, September 1963. Washington, GPO, 1963. Pp. 57.

44. WELLENS, JOHN. *The Training Revolution from Shop-Floor to Board-Room.* London, Evans Brothers, 1963. Pp. 136.

The author advocates a reform in the system of occupational or industrial training. He suggests a "spectrum principle" in training workers which would define the job to be done, set down a syllabus for it, and then determine the length of the training period by referring solely to the syllabus.

45. YIVO INSTITUTE FOR JEWISH RESEARCH. *The Early Jewish Labor Movement in the United States.* Translated and rev. by Aaron Antonovsky from the original Yiddish edited by Elias Tcherikower. New York, 1961. Pp. 379.

A history of the Jewish labouring classes in the United States during the last quarter of the 19th century.

Management

46. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Developing Better Managers; an Eight-Nation Study.* Compiled and edited by Walter S. Wikstrom. New York, 1961. Pp. 182.

Examines manager development activities in eight countries: Chile, France, Germany, Great Britain, India, Italy, Japan, and United States.

47. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Developing Managerial Competence: Changing Concepts, Emerging Practices,* by Walter S. Wikstrom. New York, 1964. Pp. 128.

Explains why companies engage in management development, deals with practices on and off the job, and illustrates, with case studies, how some companies use management development programs.

48. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Internal Auditing,* by Francis J. Walsh. New York, 1963. Pp. 81.

Based on the practices of 177 companies engaged in manufacturing, banking, insurance and service industries, this report examines the part played by the internal auditor in business.

49. RIMER, OLLE. *Efficiency Sampling; a Managerial Approach to Efficiency Measurement.* Stockholm, Scandiaconsult, 1963. Pp. 246.

Occupations

50. CLARK, STANLEY CHARLES TREMAYNE. *Youth and the Modern World of Work; a Textbook on Career Choice for Senior High Schools* [by] S. C. T. Clark and J. G. Woodsworth. [Toronto] McClelland and Stewart [1963] Pp. 180.

51. MILLER, FREEMAN DEVOLD. *Astronomy as a Career.* Cambridge, Mass., Bellman Pub. Co. [1963] Pp. 32.

Miscellaneous

52. ALEXANDROWICZ, CHARLES HENRY. *World Economic Agencies, Law and Practices.* New York, Praeger [1963, c1962] Pp. 310.

". .. Deals . . . mostly with the Specialized Agencies of the United Nations operating directly or indirectly in the field of world economic intercourse." Some of the agencies discussed are the International Labour Organization, the Food and Agriculture Organization, International Civil Aviation Organization, and the General Agreement on Tariffs and Trade.

53. BASU, AMARENDRA. *Consumer Price Index, Theory, Practice and Use in India.* Calcutta, Modern Book Agency Private Ltd. [1963] Pp. 175.

54. CANADA. CIVIL SERVICE COMMISSION. MANAGEMENT ANALYSIS DIVISION. *An Introduction to Work Measurement.* Ottawa, 1963. 1 volume (various pagings).

55. CANADA. DEPARTMENT OF TRADE AND COMMERCE. *Private and Public Investment in Canada, Outlook 1964 and Regional Estimates.* Ottawa, Queen's Printer, 1964. Pp. 39.

56. INTERNATIONAL LABOUR CONFERENCE. 46th, GENEVA, 1962. *Instrument for the Amendment of the Constitution of the International Labour Organization adopted at Geneva, June 22, 1962, with List of Member States.* London, HMSO, 1964. Pp. 11.

[Great Britain. Parliament. Papers by command] Cmnd. 2259.

"The Instrument of amendment was ratified by the United Kingdom on January 3, 1963 and entered into force on May 22, 1963."

English and French text.

57. MORGAN, HOWARD WAYNE. *Eugene V. Debs; Socialist for President.* Syracuse, University Press, 1962. Pp. 257.

A biography of the American Socialist Party leader, who was born in 1855 and died in 1926.

58. PARKER, JOHN ELLIOTT. *Labor Market Behavior of Engineers and Scientists: an Analysis of the Aerospace Industry.* Ann Arbor, Mich., University Microfilms, 1963.

Microfilm copy (positive) of typescript.
Collation of the original: 274 leaves.
Thesis—University of Wisconsin.

59. U.S. BUREAU OF LABOR STATISTICS. *Analysis of Work Stoppages, 1962.* Washington, GPO, 1963. Pp. 54.

Contains information on trends, size and duration, issues, industries and localities affected, details of major stoppages, and chronologies of national emergency disputes.

60. U.S. DEPARTMENT OF LABOR. *United States Department of Labor.* Washington, GPO, 1963. Pp. 65.

An outline of the services provided by the Department.

61. WORKSHOP ON CANADA'S PARTICIPATION IN SOCIAL DEVELOPMENT ABROAD, CARLETON UNIVERSITY, OTTAWA, 1963. *Canada's Participation in Social Development Abroad;* [*Proceedings*] Ottawa, National Committee on Canada's Participation in Social Development Abroad, 1963. Pp. 76.

Workshop held June 16-19, 1963 and sponsored by Canadian Welfare Council, Canadian Committee, International Conference of Social Work, and Overseas Institution of Canada.

The Canadian office of the National Industrial Conference Board has published a 183-page "Directory of Canadian Labour Statistics" as a guide to information sources on employment, wage and salary rates, working conditions, labour-management relations, and related subjects.

Allan A. Porter, author of the Directory, is a research specialist in personnel administration and a former officer of the Department of Labour.

The Directory specifies by subject all publicly available publications, including the LABOUR GAZETTE, that contain up-to-date labour statistics. It describes major surveys made in the labour field.

The final part of the Directory explains some of the basic concepts and classifications underlying most labour statistics, such as the concepts of establishment and household, the standard classifications of industries, region and occupations.

Decisions of the Umpire

(*Continued from page 608*)

to accept any such employment. By insisting upon work in union shops or at union rates of wages when, according to the evidence, he had been unemployed more than three months and suitable employment in his usual occupation was available in non-union shops, the claimant in my opinion, merely chose to remain unemployed.

In view of the foregoing, I consider that the claimant has not proved, as required by section 54(2)(a) of the Act, that he was available for work on the days in respect of which he was disqualified from receiving benefit under the aforementioned section.

I consequently decide to uphold the majority decision of the board of referees and dismiss the Association's appeal.

Section 61 of the Act does not apply in this case, as the only question at issue is that of the claimant's availability for work.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED JUNE 20, 1964

(Estimates in thousands)

Source: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force	7,042	642	1,944	2,606	1,197	653
Men	5,057	477	1,432	1,814	864	470
Women	1,985	165	512	792	333	183
14–19 years	739	73	216	265	123	62
20–24 years	941	99	317	300	151	74
25–44 years	3,057	254	854	1,156	506	287
45–64 years	2,085	193	512	793	375	212
65 years and over	220	23	45	92	42	18
Employed	6,760	610	1,839	2,518	1,173	620
Men	4,846	449	1,347	1,756	846	448
Women	1,914	161	492	762	327	172
Agriculture	672	38	136	172	300	26
Non-agriculture	6,088	572	1,703	2,346	873	594
Paid Workers	5,579	497	1,560	2,172	806	544
Men	3,876	351	1,118	1,480	538	389
Women	1,703	146	442	692	268	155
Unemployed	282	32	105	88	24	33
Men	211	28	85	58	18	22
Women	71	*	20	30	*	11
Persons not in the Labour Force	5,692	642	1,724	1,837	959	530
Men	1,265	163	377	375	224	126
Women	4,427	479	1,347	1,462	735	404

* Less than 10,000.

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TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED JUNE 20, 1964, CANADA

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Total	14–19 years all persons	20–64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over[1]	12,734	2,009	3,668	993	3,780	924	1,360
Labour force	7,042	739	3,560	892	984	647	220
Employed	6,760	636	3,478	829	970	633	214
Unemployed	282	103	82	63	14	14	*
Not in labour force	5,692	1,270	108	101	2,796	277	1,140
Participation rate[2]							
1964, June 20	55.3	36.8	97.1	89.8	26.0	70.0	16.2
May 23	54.3	31.7	96.8	87.6	25.9	70.8	16.3
Unemployment rate[3]							
1964, June 20	4.0	13.9	2.3	7.1	1.4	2.2	*
May 23	4.2	9.4	3.5	7.8	1.8	2.9	*

[1] Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

[2] The labour force as a percentage of the population 14 years of age and over.

[3] The unemployed as a percentage of the labour force.

* Less than 10,000.

TABLE A-3—UNEMPLOYED, WEEK ENDED JUNE 20, 1964

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

—	June 1964	May 1964	June 1963
Total Unemployed	282	293	304
On temporary layoff up to 30 days	13	12	10
Without work and seeking work	269	281	294
Seeking full-time work	246	263	271
Seeking part-time work	23	18	23
Seeking under 1 month	115	82	109
Seeking 1–3 months	73	83	76
Seeking 4–6 months	38	57	46
Seeking more than 6 months	43	59	63

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

($ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals[1]						
	Mining	Manufacturing	Transportation, Storage and Communication[2]	Forestry	Construction	Public utilities	Trade	Finance Services (including Government)	Supplementary Labour income	Totals[3]
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total....	542	5,306	1,862	283	1,252	354	2,740	5,612	820	18,989
1962—Total....	559	5,704	1,908	297	1,345	376	2,881	6,049	837	20,183
1963—Total....	573	6,052	2,008	312	1,409	402	3,089	6,606	867	21,550
1963—										
April.....	45.8	494.0	160.9	.....	.....	.....	.....	.....	.....	1,726.6
May.....	47.9	504.9	165.7	66.7	349.3	100.3	763.1	1,652.9	215.8	1,789.4
June.....	48.3	513.6	169.9	.....	.....	.....	.....	.....	.....	1,843.2
July.....	49.0	500.1	172.4	.....	.....	.....	.....	.....	.....	1,815.8
August.....	48.9	513.8	181.7	91.0	417.6	103.8	780.6	1,659.3	219.5	1,861.4
September...	49.1	522.9	172.5	.....	.....	.....	.....	.....	.....	1,889.2
October.....	48.7	522.4	172.8	.....	.....	.....	.....	.....	.....	1,879.6
November...	48.3	523.8	172.2	90.8	364.9	102.1	814.3	1,702.8	220.9	1,861.5
December...	48.0	516.7	166.6	.....	.....	.....	.....	.....	.....	1,824.6
1964—										
January.....	48.5	520.7	168.6	.....	.....	.....	.....	.....	.....	1,816.7
February....	48.8	524.8	166.2	70.0*	308.9*	99.7*	793.3*	1,730.1*	220.7*	1,826.2
March*.....	48.8	529.8	165.4	.....	.....	.....	.....	.....	.....	1,839.5
April†.....	47.3	533.5	165.4	.....	.....	.....	.....	.....	.....	1,868.4
Seasonally Adjusted										
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total....	542	5,306	1,862	283	1,252	354	2,740	5,612	820	18,989
1962—Total....	559	5,704	1,908	297	1,345	376	2,881	6,049	837	20,183
1963—Total....	573	6,052	2,008	312	1,409	402	3,089	6,606	867	21,550
1963—										
April.....	47.5	496.7	164.8	.....	.....	.....	.....	.....	.....	1,766.3
May.....	47.5	499.2	164.7	77.8	347.8	100.2	762.6	1,624.4	215.6	1,773.0
June.....	47.3	499.8	165.3	.....	.....	.....	.....	.....	.....	1,780.4
July.....	47.5	499.1	165.2	.....	.....	.....	.....	.....	.....	1,784.6
August.....	47.8	505.3	174.5	80.6	347.0	100.8	780.0	1,671.7	217.5	1,816.8
September...	48.3	508.7	168.7	.....	.....	.....	.....	.....	.....	1,818.9
October.....	48.5	513.9	170.2	.....	.....	.....	.....	.....	.....	1,834.1
November...	48.4	522.5	171.9	79.7	363.3	102.5	797.0	1,704.7	220.0	1,848.0
December...	48.7	531.2	171.7	.....	.....	.....	.....	.....	.....	1,869.8
1964—										
January.....	49.1	536.7	173.5	.....	.....	.....	.....	.....	.....	1,891.3
February....	49.7	538.3	172.4	80.8*	391.2*	102.5*	812.7*	1,745.6*	224.2*	1,902.3
March*.....	50.1	540.0	173.5	.....	.....	.....	.....	.....	.....	1,906.5
April†.....	49.0	536.0	175.0	.....	.....	.....	.....	.....	.....	1,911.0

[1]Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

[2]Includes post office wages and salaries.

[3]Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at April 1964 employers in the principal non-agricultural industries reported a total employment of 2,979,245. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite[1]			Manufacturing		
	Index Numbers (1949–100)		Average Weekly Wages and Salaries	Index Numbers (1949–100)		Average Weekly Wages and Salaries
	Employment	Average Weekly Wages and Salaries		Employment	Average Weekly Wages and Salaries	
Averages						
1959	119.7	171.0	73.47	111.1	172.5	75.84
1960	118.7	176.5	75.83	109.5	117.8	78.19
1961	118.1	181.8	78.11	108.9	183.9	80.73
1962	121.5	187.5	80.55	113.3	189.2	83.17
1963	124.6	194.0	83.36	116.4	196.0	86.17
1963—						
April	119.3	194.4	83.53	113.7	197.2	86.72
May	123.6	194.8	83.69	116.3	197.4	86.80
June	127.5	194.7	83.64	118.9	196.2	86.29
July	127.7	193.8	83.27	116.9	194.0	85.30
August	130.2	193.9	83.28	120.0	194.4	85.47
September	130.3	196.0	84.22	120.3	197.2	86.71
October	129.4	197.0	84.65	119.3	198.8	87.43
November	128.6	197.0	84.61	118.6	200.7	88.24
December	125.1	190.0	81.64	115.9	192.6	84.67
1964—						
January	123.3	198.1	85.10	117.0	202.0	88.83
February	123.0	199.6	85.74	117.7	202.4	88.98
March*	123.5	198.5	85.27	118.4	202.0	88.82
April†	124.6	200.8	86.28	118.9	203.7	89.56

[1]Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Apr. 1964	Mar. 1964	Apr. 1963	Apr. 1964	Mar. 1964	Apr. 1963
				$	$	$
Newfoundland	128.0	123.7	117.8	78.79	79.06	76.06
Prince Edward Island	118.1	111.0	112.3	62.65	63.16	62.25
Nova Scotia	93.4	89.1	88.9	70.05	70.21	69.22
New Brunswick	96.6	101.1	92.8	71.19	70.79	69.53
Quebec	123.8	122.6	118.7	84.22	82.58	81.19
Ontario	129.1	128.0	123.7	89.46	88.48	86.62
Manitoba	111.2	110.3	108.0	78.70	77.97	77.22
Saskatchewan	125.5	121.6	120.8	80.28	80.26	77.99
Alberta (including Northwest Territories)	156.8	157.7	149.8	85.62	85.64	83.38
British Columbia (including Yukon)	119.5	118.7	115.1	93.91	92.88	90.42
Canada	**124.6**	**123.5**	**119.5**	**86.28**	**85.27**	**83.53**
Urban areas						
St. John's	145.3	138.3	139.2	65.63	64.91	62.38
Sydney	77.0	52.6	80.5	83.40	87.40	83.67
Halifax	122.6	129.5	116.3	72.08	72.41	70.86
Moncton	104.6	101.7	99.8	67.50	66.63	63.53
Saint John	101.5	113.0	104.8	70.78	71.53	70.47
Chicoutimi-Jonquiere	114.0	111.5	105.7	105.18	101.52	102.72
Quebec	126.0	123.1	124.1	73.91	71.57	72.40
Sherbrooke	114.6	115.5	109.1	73.67	71.56	70.41
Shawinigan	103.1	101.8	98.1	92.00	89.77	91.92
Three Rivers	123.0	117.3	115.3	80.81	77.49	75.20
Drummondville	92.7	92.0	83.8	69.11	69.86	67.81
Montreal	132.7	131.0	127.2	85.67	84.20	82.55
Ottawa-Hull	137.2	136.1	132.8	79.69	78.78	77.06
Kingston	132.1	130.6	118.9	86.65	86.16	80.68
Peterborough	104.4	103.4	96.5	93.76	92.15	91.71
Oshawa	226.0	226.9	200.3	106.97	104.41	109.61
Toronto	145.0	144.1	139.1	89.92	89.25	86.92
Hamilton	122.3	120.4	115.8	94.43	93.95	92.59
St. Catharines	122.5	121.4	113.4	101.52	99.41	96.34
Niagara Falls	99.3	95.1	97.2	85.66	86.94	83.94
Brantford	92.1	91.2	87.4	82.98	81.60	81.57
Guelph	132.4	131.5	129.4	79.49	78.45	76.11
Galt	129.0	128.6	118.6	77.36	77.52	73.64
Kitchener	143.5	142.4	137.0	79.83	78.74	78.06
Sudbury	130.7	130.0	125.0	94.33	99.90	94.05
Timmins	84.0	84.0	87.6	76.58	75.98	74.79
London	144.3	142.3	139.2	82.12	80.37	78.55
Sarnia	132.1	131.4	130.4	109.75	108.91	108.95
Windsor	83.5	81.9	76.0	101.07	96.99	96.52
Sault Ste. Marie	151.2	146.6	148.1	104.48	102.38	104.75
Fort William-Port Arthur	110.3	101.8	106.3	84.08	82.47	81.28
Winnipeg	113.9	113.2	109.6	75.88	75.28	73.88
Regina	147.9	145.8	139.9	79.75	79.55	77.28
Saskatoon	144.8	139.1	137.1	74.83	74.35	72.24
Edmonton	207.2	204.9	197.1	79.58	79.07	78.66
Calgary	179.8	179.0	173.0	85.72	85.10	82.20
Vancouver	121.7	121.8	116.2	92.74	91.77	88.59
Victoria	113.3	110.9	115.1	81.16	80.47	82.35

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	Apr. 1964	Mar. 1964	Apr. 1963	Apr. 1964	Mar. 1964	Apr. 1963
				$	$	$
Mining	**111.5**	**109.1**	**109.9**	**105.28**	**107.50**	**102.48**
Metal mining	126.8	125.5	126.2	105.72	106.24	103.20
Gold	63.5	63.3	66.5	87.12	86.47	84.40
Other metal	185.6	183.3	181.6	111.64	112.59	109.60
Fuels	77.2	73.9	75.3	109.61	118.29	107.66
Coal	37.7	21.9	38.0	79.85	80.73	81.37
Oil and natural gas	237.5	284.8	227.6	128.75	129.99	125.56
Non-metal	143.2	138.7	138.1	96.64	95.70	91.26
Manufacturing	**118.9**	**118.4**	**113.7**	**89.56**	**88.82**	**86.72**
Durable goods	126.5	125.9	119.3	96.48	95.28	93.70
Non-durable goods	112.6	112.1	109.0	83.06	82.76	80.33
Food and beverages	109.8	107.0	107.9	79.37	80.32	77.05
Meat products	131.3	130.8	129.4	86.54	88.27	85.98
Canned and preserved fruits and vegetables	89.0	83.6	83.1	70.41	71.05	70.25
Grain mill products	95.3	95.8	93.6	86.59	88.29	84.16
Bread and other bakery products	111.2	111.5	109.2	74.37	75.56	71.04
Distilled and malt liquors	93.4	91.8	93.1	110.29	111.07	105.17
Tobacco and tobacco products	97.5	95.2	106.8	83.46	81.12	78.10
Rubber products	116.2	116.6	109.4	91.58	90.28	84.50
Leather products	88.8	89.9	88.4	60.15	58.97	57.25
Boots and shoes (except rubber)	92.5	93.8	95.0	57.78	56.89	55.11
Other leather products	82.1	82.7	76.4	65.00	63.27	62.06
Textile products (except clothing)	89.4	89.4	83.5	71.79	71.00	67.93
Cotton yarn and broad woven goods	76.9	76.9	72.9	68.81	67.83	63.56
Woollen goods	66.1	65.9	62.5	65.23	64.77	62.65
Synthetic textiles and silk	106.6	106.5	96.0	79.23	79.38	74.65
Clothing (textile and fur)	98.5	100.9	93.8	55.43	55.01	53.95
Men's clothing	103.4	105.3	98.5	54.01	54.03	52.20
Women's clothing	109.4	114.9	101.7	56.69	56.39	55.94
Knit goods	74.8	74.9	72.2	55.83	54.57	53.57
Wood products	111.0	112.4	103.8	76.90	75.87	73.60
Saw and planing mills	112.4	115.2	104.0	79.46	78.59	75.92
Furniture	122.7	121.9	117.0	74.09	72.55	70.94
Other wood products	80.9	79.3	76.8	66.99	65.56	65.55
Paper products	128.4	127.4	124.1	104.14	103.22	100.96
Pulp and paper mills	128.3	126.9	123.7	112.41	111.54	109.08
Other paper products	128.7	128.7	125.0	84.36	83.53	81.68
Printing, publishing and allied industries	127.0	126.4	125.6	97.33	97.56	93.84
Iron and steel products	119.4	118.5	113.3	100.73	100.08	98.36
Agricultural implements	74.2	73.6	74.9	107.03	111.63	105.88
Fabricated and structural steel	149.2	145.5	150.7	101.29	100.88	99.02
Hardware and tools	124.1	123.9	113.8	88.91	87.76	86.34
Heating and cooking appliances	110.6	111.7	101.6	87.50	86.87	82.57
Iron castings	108.0	108.5	98.0	97.18	94.90	92.51
Machinery, industrial	141.2	139.5	133.3	98.42	96.42	94.26
Primary iron and steel	139.8	137.5	129.2	113.29	113.43	113.80
Sheet metal products	118.5	118.9	115.0	96.58	95.76	95.69
Wire and wire products	125.5	124.1	115.5	101.86	99.85	97.03
Transportation equipment	127.6	126.1	116.5	105.89	102.74	103.31
Aircraft and parts	253.1	253.1	227.2	106.38	104.83	99.97
Motor vehicles	146.1	144.9	127.6	124.09	117.59	124.74
Motor vehicle parts and accessories	157.4	153.9	131.2	102.88	97.80	99.59
Railroad and rolling stock equipment	57.7	57.4	51.7	91.13	91.37	86.83
Shipbuilding and repairing	137.4	133.6	155.6	92.31	92.18	94.80
Non ferrous metal products	130.8	130.1	123.7	100.05	101.24	97.03
Aluminum products	145.0	142.1	137.2	96.62	96.37	94.79
Brass and copper products	115.6	116.0	105.4	97.37	96.86	92.07
Smelting and refining	140.5	140.0	135.0	109.40	112.15	107.45
Electrical apparatus and supplies	156.7	156.9	152.8	94.19	93.35	90.73
Heavy electrical machinery	117.7	117.9	115.0	101.34	100.17	96.88
Telecommunication equipment	276.8	276.9	276.3	89.67	89.98	87.39
Non-metallic mineral products	151.1	147.4	145.9	93.14	92.83	90.39
Clay products	88.4	83.9	82.0	84.56	84.34	83.63
Glass and glass products	173.0	171.7	171.9	90.27	90.26	88.21
Products of petroleum and coal	139.5	137.9	139.3	129.19	128.75	127.59
Petroleum refining and products	142.0	141.1	142.0	130.38	129.42	128.61
Chemical products	138.4	137.9	135.6	104.84	105.40	102.20
Medicinal and pharmaceutical preparations	128.1	127.9	123.8	92.82	92.98	90.36
Acids, alkalis and salts	154.9	154.5	157.9	116.98	119.91	114.49
Other chemical products	137.0	136.4	133.2	104.25	104.30	101.38
Miscellaneous manufacturing industries	159.2	158.6	147.6	78.95	78.56	75.85
Construction	**114.0**	**107.7**	**112.4**	**93.60**	**88.65**	**89.05**
Building and general engineering	118.1	110.2	113.5	100.10	93.84	96.20
Highways, bridges and streets	107.3	103.5	110.5	81.81	79.52	76.97
Electric and motor transportation	**146.8**	**145.6**	**141.8**	**90.56**	**92.10**	**87.56**
Service	**175.1**	**172.4**	**158.8**	**61.05**	**60.67**	**59.16**
Hotels and restaurants	148.3	146.7	135.7	46.40	46.31	44.54
Laundries and dry cleaning plants	152.1	149.9	137.1	54.09	53.26	52.54
Industrial composite	**124.**	**123.5**	**119.5**	**86.28**	**85.27**	**83.53**

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings* (DBS)

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			*Average Hourly Earnings**		
	April 1964	March 1964	April 1963	April 1964	March 1964	April 1963
				$	$	$
Newfoundland	41.8	42.4	42.5	1.74	1.80	1.69
Nova Scotia	41.3	40.8	41.2	1.73	1.80	1.72
New Brunswick	41.6	40.3	41.2	1.72	1.69	1.73
Quebec	41.8	41.2	41.7	1.81	1.80	1.75
Ontario	41.3	40.9	41.2	2.12	2.12	2.06
Manitoba	40.1	40.0	40.4	1.82	1.83	1.81
Saskatchewan	39.3	39.3	38.7	2.08	2.08	2.04
Alberta (includes Northwest Territories)	40.0	39.8	39.4	2.07	2.06	2.04
British Columbia (including Yukon Territory)	38.0	38.2	38.0	2.43	2.43	2.37

* Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: *Man Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Apr. 1964	Mar. 1964	Apr. 1963	Apr. 1964	Mar. 1964	Apr. 1963	Apr. 1964	Mar. 1964	Apr. 1963
				$	$	$	$	$	$
Mining	**42.0**	**42.4**	**42.2**	**2.29**	**2.34**	**2.23**	**96.25**	**99.07**	**93.90**
Metal mining	42.1	42.2	42.3	2.37	2.39	2.30	99.70	100.60	97.49
Gold	43.3	43.2	43.5	1.86	1.85	1.81	80.77	79.92	78.79
Other metal	41.6	41.8	41.9	2.55	2.57	2.49	106.13	107.73	104.39
Fuels	40.6	43.5	41.8	2.12	2.31	2.05	85.90	100.30	85.58
Coal	40.7	41.0	43.4	1.91	1.92	1.83	77.80	78.59	79.54
Oil and natural gas	40.3	45.2	38.2	2.56	2.55	2.60	103.23	115.45	99.28
Non-metal	43.3	42.2	42.0	2.13	2.16	2.07	92.29	91.28	87.06
Manufacturing	**41.1**	**40.7**	**41.0**	**2.01**	**2.01**	**1.95**	**82.67**	**81.84**	**80.05**
Durable goods	41.7	41.2	41.6	2.17	2.17	2.12	90.59	89.26	88.12
Non-durable goods	40.6	40.3	40.4	1.84	1.85	1.79	74.80	74.49	72.18
Food and beverages	40.5	40.8	40.5	1.78	1.79	1.73	71.96	73.16	70.06
Meat products	40.2	41.0	40.6	2.01	2.03	2.01	81.06	82.96	81.47
Canned and preserved fruits and vegetables	39.7	40.1	39.0	1.53	1.55	1.50	60.90	62.05	58.59
Grain mill products	42.1	43.3	42.2	1.93	1.94	1.83	81.47	83.77	77.33
Bread and other bakery products	40.5	41.5	40.8	1.69	1.70	1.60	68.50	70.55	65.11
Distilled liquors	40.7	40.7	40.2	2.35	2.36	2.27	95.55	95.93	91.53
Malt liquors	38.8	39.4	38.8	2.56	2.56	2.46	99.44	101.01	95.43
Tobacco and tobacco products	38.9	37.1	40.1	1.98	2.00	1.81	76.91	74.31	72.52
Rubber products	41.8	41.3	38.9	2.04	2.03	1.94	85.35	83.79	75.65
Leather products	40.0	39.2	39.9	1.37	1.37	1.31	54.99	53.70	52.24
Boots and shoes (except rubber)	39.6	38.8	39.6	1.33	1.34	1.27	52.81	51.83	50.31
Other leather products	40.9	40.2	40.5	1.46	1.43	1.40	59.53	57.63	56.67
Textile products (except clothing)	42.7	42.1	42.0	1.53	1.52	1.46	65.17	64.07	61.27
Cotton yarn broad woven goods	42.2	41.3	39.5	1.53	1.52	1.49	64.53	62.95	58.82
Woollen goods	42.9	42.0	42.8	1.41	1.40	1.34	60.32	58.67	57.28
Synthetic textiles and silk	43.4	43.3	43.6	1.65	1.66	1.54	71.65	71.90	67.24
Clothing (textile and fur)	38.5	38.1	38.6	1.31	1.31	1.26	50.33	50.06	48.74
Men's clothing	38.3	38.4	38.3	1.30	1.30	1.25	49.70	49.93	47.88
Women's clothing	36.7	36.3	37.1	1.41	1.42	1.36	51.57	51.64	50.44
Knit goods	41.7	40.6	41.2	1.22	1.22	1.18	50.91	49.42	48.59
*Wood products	41.4	40.8	40.8	1.76	1.77	1.71	73.05	72.01	69.84
Saw and planing mills	40.8	40.3	39.9	1.89	1.89	1.83	76.92	76.14	73.19
Furniture	42.6	41.5	42.3	1.60	1.59	1.55	68.02	66.20	65.44
Other wood products	42.6	41.8	42.4	1.43	1.43	1.41	61.04	59.88	59.88
Paper products	41.8	41.4	41.6	2.35	2.34	2.28	98.22	97.15	94.98
Pulp and paper mills	42.1	41.7	41.8	2.53	2.53	2.46	106.26	105.28	102.78
Other paper products	41.1	40.8	41.3	1.87	1.86	1.80	76.83	75.89	74.21
Printing, publishing and allied industries	38.7	39.0	38.7	2.48	2.49	2.40	96.07	97.15	92.87
*Iron and steel products	41.7	41.4	41.6	2.30	2.30	2.25	95.79	95.05	93.57
Agricultural implements	41.4	43.0	42.1	2.42	2.48	2.38	100.24	106.49	100.03
Fabricated and structural steel	41.2	41.6	41.0	2.24	2.22	2.18	92.33	91.81	89.42
Hardware and tools	43.6	42.8	43.1	1.90	1.90	1.87	82.95	81.42	80.55
Heating and cooking appliances	41.0	41.1	38.9	1.98	1.97	1.90	81.31	80.94	73.83
Iron castings	42.6	41.5	42.0	2.22	2.20	2.11	94.32	91.46	88.71
Machinery, industrial	42.9	42.3	42.3	2.16	2.14	2.10	92.75	90.61	88.96
Primary iron and steel	40.4	40.0	41.1	2.68	2.72	2.67	108.44	108.84	109.65
Sheet metal products	41.0	40.9	41.5	2.20	2.19	2.17	90.20	89.43	90.02
Wire and wire products	43.3	42.3	42.0	2.26	2.24	2.18	97.97	95.02	91.68
*Transportation equipment	42.4	41.4	42.7	2.38	2.34	2.32	100.70	96.73	98.85
Aircraft and parts	41.8	41.1	40.8	2.30	2.28	2.19	96.28	93.62	89.44
Motor vehicles	44.6	42.4	46.1	2.68	2.62	2.62	119.63	111.10	120.88
Motor vehicle parts and accessories	42.4	41.1	42.8	2.32	2.26	2.24	98.26	92.94	95.95
Railroad and rolling stock equipment	40.5	40.7	39.6	2.21	2.20	2.15	89.25	89.43	84.96
Shipbuilding and repairing	40.8	40.9	41.9	2.21	2.19	2.25	90.05	89.57	94.16
*Non-ferrous metal products	40.9	40.9	41.1	2.26	2.32	2.21	92.33	94.84	90.87
Aluminum products	41.6	41.3	41.5	2.06	2.07	2.01	85.61	85.43	83.65
Brass and copper products	42.2	42.1	41.3	2.17	2.18	2.10	91.63	91.93	86.75
Smelting and refining	40.2	40.4	40.7	2.51	2.61	2.46	100.85	105.63	100.17
*Electrical apparatus and supplies	40.9	40.6	40.7	2.00	1.99	1.94	81.86	80.63	78.85
Heavy electrical machinery and equipment	41.1	40.9	40.1	2.24	2.21	2.17	92.06	90.40	87.01
Telecommunication equipment	39.8	39.8	40.1	1.76	1.76	1.73	70.02	70.14	69.55
Refrigerators, vacuum cleaners and appliances	40.3	39.3	40.6	2.11	2.06	2.04	85.09	81.04	82.85
Wire and cable	42.1	42.3	42.3	2.23	2.21	2.14	93.86	93.66	90.46
Miscellaneous electrical products	41.5	41.0	41.1	1.91	1.91	1.84	79.25	78.02	75.52
*Non-metallic mineral products	42.4	42.1	42.6	2.03	2.05	1.98	86.20	86.16	84.25
Clay products	42.4	42.2	42.1	1.83	1.85	1.82	77.42	78.08	76.80
Glass and glass products	41.0	41.2	41.7	2.06	2.06	2.00	84.41	84.94	83.22
Products of petroleum and coal	41.0	40.7	41.8	2.82	2.81	2.74	115.67	114.55	114.54
Chemical products	41.3	41.3	41.5	2.22	2.27	2.18	91.97	93.57	90.65
Medicinal and pharmaceutical preparations	39.4	39.7	40.2	1.74	1.74	1.69	68.48	69.06	67.93
Acids, alkalis and salts	41.1	41.2	41.4	2.55	2.66	2.51	104.94	109.55	104.02
Miscellaneous manufacturing industries	41.2	41.0	41.4	1.66	1.67	1.60	68.51	68.39	66.07
Professional and scientific equipment	40.8	41.0	40.9	1.94	1.95	1.95	79.06	80.22	79.65
Construction	**40.1**	**37.4**	**39.9**	**2.25**	**2.24**	**2.16**	**90.35**	**83.90**	**86.29**
Building and general engineering	39.9	36.6	39.9	2.44	2.43	2.34	97.32	88.82	93.32
Highways, bridges and streets	40.5	39.3	39.9	1.86	1.87	1.80	75.45	73.49	71.95
Electric and motor transportation	**43.9**	**44.3**	**43.7**	**2.06**	**2.09**	**2.00**	**90.45**	**92.63**	**87.44**
Service	**37.2**	**37.1**	**37.7**	**1.20**	**1.19**	**1.14**	**44.58**	**44.06**	**42.99**
Hotels and restaurants	36.5	36.4	37.1	1.16	1.16	1.10	42.53	42.21	40.93
Laundries and dry cleaning plants	40.6	40.5	40.8	1.13	1.12	1.08	46.00	45.47	44.10

* Durable manufactured goods industries.

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		$	$		
Monthly Average 1959	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962	40.7	1.88	76.55	183.4	140.1
Monthly Average 1963	40.8	1.95	79.40	190.2	142.8
Last Pay Period in:					
1963—April	41.0	1.95	80.05	191.8	145.0
May	41.2	1.95	80.25	192.3	144.8
June	40.9	1.94	79.64	190.8	142.9
July	40.7	1.93	78.38	187.8	140.2
August	40.9	1.93	78.82	188.8	141.6
September	41.3	1.94	80.29	192.4	144.0
October	41.4	1.96	80.93	193.9	144.7
November	41.5	1.98	81.91	196.2	146.2
December	38.0	2.02	76.53	183.3	136.6
1964—January	41.2	1.99	81.99	196.4	146.0
February	41.2	1.99	82.03	196.5	146.0
March*	40.7	2.01	81.84	196.1	145.2
April†	41.1	2.01	82.67	198.1	146.7

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

*Revised.

†Preliminary.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 91, January issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
June 1959	14,579	16,464	31,043	193,774	114,377	308,151
June 1960	17,227	15,875	33,102	258,719	131,936	390,655
June 1961	15,103	16,445	31,548	268,284	125,447	393,731
June 1962	22,436	20,672	43,108	237,747	119,561	357,308
June 1963	23,271	21,726	44,997	261,541	127,631	389,172
July 1963	22,720	19,096	41,816	241,035	122,350	363,385
August 1963	25,610	23,933	49,543	208,509	106,482	314,991
September 1963	24,950	22,037	46,987	187,793	99,162	286,955
October 1963	24,210	20,861	45,071	219,966	106,320	326,286
November 1963	30,090	22,737	52,827	285,688	117,689	403,377
December 1963	18,913	15,351	34,264	432,390	131,532	563,922
January 1964	19,737	15,658	35,395	498,726	153,661	652,387
February 1964	18,323	17,154	35,477	508,125	154,378	662,503
March 1964	23,470	18,805	42,275	511,312	149,296	660,608
April 1964	28,985	22,337	51,322	445,744	141,472	587,216
May 1964[1]	30,955	23,676	54,631	319,268	126,509	445,777
June 1964[1]	28,723	21,359	50,082	266,490	140,069	406,559

[1]Latest figures subject to revision.

*Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR, 1960-1963, AND DURING MONTH, MAY 1963-MAY 1964

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1960—Year	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961—Year	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1963—May	215,307	90,643	100,832	45,049	88,778	32,272
1963—June	210,727	96,469	77,847	43,687	67,482	34,041
July	235,602	110,746	86,824	50,519	73,561	41,398
August	198,464	94,109	87,258	54,999	70,874	41,013
September	208,088	93,497	99,517	48,816	87,392	38,693
October	240,358	99,236	92,448	44,154	75,313	30,894
November	279,655	102,499	90,258	39,410	73,086	27,230
December	361,520	102,561	67,736	39,222	65,920	38,947
1964—January	291,457	106,810	61,876	34,850	49,017	24,454
February	214,467	78,941	55,008	32,358	44,376	22,297
March	215,718	74,565	66,580	34,818	50,178	24,578
April	236,915	88,740	95,252	43,563	75,095	29,285
May[1]	207,806	88,218	95,076	44,484	78,405	31,264

[1] Preliminary.

TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX, DURING MAY 1964[1]

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from May 1963
Agriculture, Fishing, Trapping	**5,215**	**924**	**6,139**	**− 781**
Forestry	**6,556**	**47**	**6,603**	**+ 639**
Mining, Quarrying and Oil Wells	**1,121**	**62**	**1,183**	**− 202**
Metal Mining	612	13	625	− 135
Fuels	151	22	173	− 21
Non-Metal Mining	185	3	188	− 95
Quarrying, Clay and Sand Pits	69	1	70	− 24
Prospecting	104	23	127	+ 73
Manufacturing	**17,568**	**8,604**	**26,172**	**+ 156**
Foods and Beverages	2,578	2,781	5,359	+ 638
Tobacco and Tobacco Products	93	36	129	+ 58
Rubber Products	168	66	234	− 50
Leather Products	300	288	588	− 64
Textile Products (except clothing)	633	458	1,091	− 21
Clothing (textile and fur)	490	1,691	2,181	− 135
Wood Products	2,529	246	2,775	+ 27
Paper Products	994	310	1,304	− 35
Printing, Publishing and Allied Industries	613	475	1,088	− 246
Iron and Steel Products	3,256	361	3,617	− 168
Transportation Equipment	2,573	268	2,841	− 10
Non-Ferrous Metal Products	654	167	821	+ 38
Electrical Apparatus and Supplies	610	528	1,138	+ 123
Non-Metallic Mineral Products	756	107	863	+ 50
Products of Petroleum and Coal	104	18	122	+ 11
Chemical Products	632	262	894	− 111
Miscellaneous Manufacturing Industries	585	542	1,127	+ 51
Construction	**12,906**	**207**	**13,113**	**− 2,451**
General Contractors	8,619	125	8,744	− 1,806
Special Trade Contractors	4,287	82	4,369	− 645
Transportation, Storage and Communication	**6,713**	**426**	**7,139**	**+ 302**
Transportation	6,095	218	6,313	+ 263
Storage	514	56	570	+ 111
Communication	104	152	256	− 72
Public Utility Operation	**486**	**54**	**540**	**+ 4**
Trade	**10,540**	**4,924**	**15,464**	**+ 439**
Wholesale	4,595	1,284	5,879	+ 40
Retail	5,945	3,640	9,585	+ 399
Finance, Insurance and Real Estate	**684**	**1,046**	**1,730**	**+ 48**
Service	**16,616**	**14,970**	**31,586**	**− 9,535**
Community or Public Service	866	1,332	2,198	− 231
Government Service	6,429	1,453	7,882	− 8,499
Recreation Service	919	254	1,173	+ 48
Business Service	1,269	605	1,874	− 511
Personal Service	7,133	11,326	18.459	− 342
Grand Total	**78,405**	**31,264**	**109,669**	**−11,381**

[1] Preliminary.

TABLE D-4—REGISTRATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX, AS AT MAY 29, 1964[1]

(Source: National Employment Service, Unemployment Insurance Commission.)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional & Managerial Workers	8,868	2,386	11,254
Clerical Workers	19,114	43,712	62,826
Sales Workers	7,329	16,499	23,828
Personal & Domestic Service Workers	35,424	23,646	59,070
Seamen	1,326	35	1,361
Agriculture, Fishing, Forestry (Ex. log.)	4,570	780	5,350
Skilled and Semi-Skilled Workers	140,881	15,798	156,679
Food and kindred products (incl. tobacco)	1,059	477	1,536
Textiles, clothing, etc.	2,721	9,399	12,120
Lumber and lumber products	22,299	98	22,397
Pulp, paper (incl. printing)	1,160	414	1,574
Leather and leather products	1,064	1,071	2,135
Stone, clay & glass products	366	24	390
Metalworking	10,374	863	11,237
Electrical	2,896	881	3,777
Transportation equipment	334	33	367
Mining	1,645	—	1,645
Construction	34,525	3	34,528
Transportation (except seamen)	28,057	96	28,153
Communications & public utility	757	3	760
Trade and service	4,598	1,330	5,928
Other skilled and semi-skilled	18,937	813	19,750
Foremen	3,118	279	3,397
Apprentices	6,971	14	6,985
Unskilled Workers	101,756	23,653	125,409
Food and tobacco	3,583	6,867	10,450
Lumber & lumber products	12,960	347	13,307
Metalworking	3,342	508	3,850
Construction	52,362	1	52,363
Other unskilled workers	29,509	15,930	45,439
Grand Total	**319,268**	**126,509**	**445,777**

[1] Preliminary.

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT MAY 29, 1964

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations	
	(1) May 29, 1964	Previous Year May 31, 1963
Newfoundland	**18,690**	**17,427**
Corner Brook	3,503	3,564
Grand Falls	2,214	1,355
St. John's	12,973	12,508
Prince Edward Island	**2,413**	**2,869**
Charlottetown	1,566	1,696
Summerside	847	1,173
Nova Scotia	**22,549**	**23,053**
Amherst	681	868
Bridgewater	793	903
Halifax	6,216	6,460
Inverness	721	679
Kentville	2,125	2,353
Liverpool	331	389
New Glasgow	2,051	2,915
Springhill	777	920
Sydney	4,790	3,309
Sydney Mines	1,109	1,171
Truro	1,302	1,460
Yarmouth	1,653	1,626
New Brunswick	**19,897**	**24,180**
Bathurst	3,244	3,496
Campbellton	1,740	2,243
Edmundston	1,632	1,259
Fredericton	1,605	2,240
Minto	284	482
Moncton(2)	4,410	5,997
Newcastle	1,734	2,809
Saint John	3,088	2,910
St. Stephen	1,291	1,361
Sussex	311	613
Woodstock	558	770
Quebec	**147,286**	**154,387**
Alma	2,098	2,434
Asbestos	581	555
Baie Comeau	790	895
Beauharnois	1,235	1,192
Buckingham	973	1,100
Causapscal	2,257	2,398
Chandler	1,390	1,556
Chicoutimi	2,176	2,813
Cowansville	397	370
Dolbeau	1,761	1,835
Drummondville	1,655	1,904
Farnham	393	447
Forestville	1,070	525
Gaspé	1,539	1,588
Granby	1,790	1,945
Hull	2,384	3,160
Joliette	3,020	3,203
Jonquière	2,737	3,251
Lachute	567	620
Lac Mégantic	1,068	1,100
La Malbaie	1,904	1,590
La Tuque	824	858
Lévis	2,772	2,149
Louiseville	812	782
Magog	476	544
Maniwaki	811	889
Matane	1,480	2,527
Mont-Laurier	808	811
Montmagny	1,792	1,812
Montréal	47,237	52,767
New Richmond	2,053	1,679
Port Alfred	1,022	1,236
Québec	12,282	8,598
Rimouski	3,145	3,538
Rivière du Loup	3,836	4,268
Roberval	1,798	1,582
Rouyn	3,704	4,042
Ste. Agathe des Monts	589	685
Ste. Anne de Bellevue	780	637
Ste. Thérèse	1,691	1,847
St. Hyacinthe	1,284	1,398
St. Jean	1,683	2,010
St. Jérôme	1,413	1,181
Sept-Iles	1,505	2,246
Shawinigan	3,986	3,940
Quebec—Concluded		
Sherbrooke	3,425	3,690
Sorel	1,514	1,271
Thetford Mines	1,431	1,011
Trois-Rivières	3,523	3,845
Val d'Or	1,762	2,021
Valleyfield	1,372	1,897
Victoriaville	1,372	1,160
Ville St. Georges	3,319	2,985
Ontario	**119,839**	**134,877**
Arnprior	249	199
Barrie	964	1,058
Belleville	1,363	1,493
Bracebridge	618	495
Brampton	824	1,035
Brantford	1,413	1,702
Brockville	478	405
Carleton Place	170	215
Chatham	1,394	1,780
Cobourg	527	620
Collingwood	389	399
Cornwall	1,781	2,152
Elliot Lake	315	348
Fort Erie	327	339
Fort Frances	458	426
Fort William	1,484	1,991
Galt	717	1,054
Gananoque	145	122
Goderich	281	219
Guelph	898	822
Hamilton	9,649	10,670
Hawkesbury	723	621
Kapuskasing	1,110	1,525
Kenora	575	587
Kingston	1,588	1,726
Kirkland Lake	529	979
Kitchener	1,920	1,948
Leamington	442	746
Lindsay	514	492
Listowel	164	228
London	3,263	3,946
Long Branch	2,498	2,748
Midland	320	700
Napanee	301	425
New Liskeard	301	406
Newmarket	838	1,074
Niagara Falls	1,366	1,593
North Bay	1,088	1,436
Oakville	548	483
Orillia	407	469
Oshawa	3,900	3,992
Ottawa	4,954	5,203
Owen Sound	758	1,055
Parry Sound	296	297
Pembroke	1,103	1,321
Perth	420	393
Peterborough	2,056	2,380
Picton	187	181
Port Arthur	2,653	2,916
Port Colborne	435	757
Prescott	541	498
Renfrew	409	361
St. Catharines	2,840	2,813
St. Thomas	519	733
Sarnia	1,907	1,487
Sault Ste. Marie	2,188	2,219
Simcoe	673	829
Smiths Falls	360	412
Stratford	353	378
Sturgeon Falls	568	727
Sudbury	3,312	4,928
Tillsonburg	264	480
Timmins	1,525	1,779
Toronto	34,494	36,180
Trenton	529	648
Walkerton	405	335
Wallaceburg	277	325
Welland	1,543	1,848
Weston	2,147	2,734
Windsor	4,795	6,505
Woodstock	489	487

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT MAY 29, 1964

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations (1) May 29, 1964	Registrations Previous Year May 31, 1963
Manitoba	**24,292**	**22,784**
Brandon	1,636	1,695
Dauphin	1,204	1,238
Flin Flon	166	128
Portage la Prairie	863	857
The Pas	478	362
Winnipeg	19,945	18,504
Saskatchewan	**11,318**	**10,722**
Estevan	159	207
Lloydminster	164	224
Moose Jaw	739	816
North Battleford	686	848
Prince Albert	1,566	1,394
Regina	3,490	2,373
Saskatoon	2,757	2,812
Swift Current	318	294
Weyburn	116	170
Yorkton	1,323	1,584
Alberta	**27,849**	**29,675**
Blairmore	567	615
Calgary	8,309	8,846
Drumheller	395	376
Edmonton	13,106	14,297
Edson	304	333
Grande Prairie	1,346	1,091
Lethbridge	1,751	1,693
Medicine Hat	776	1,042
Red Deer	1,295	1,382
British Columbia	**51,644**	**51,979**
Chilliwack	1,259	1,095
Courtenay	642	767
Cranbrook	766	746
Dawson Creek	1,439	1,624
Duncan	353	429
Kamloops	1,790	1,208
Kelowna	1,385	1,149
Mission City	821	901
Nanaimo	702	677
Nelson	869	728
New Westminster	6,904	7,409
Penticton	1,458	1,234
Port Alberni	462	594
Prince George	2,561	1,839
Prince Rupert	1,493	1,382
Quesnel	1,187	1,185
Trail	639	796
Vancouver	22,062	22,366
Vernon	1,241	1,490
Victoria	3,208	3,415
Whitehorse	403	384
CANADA	**445,777**	**471,953**
Males	319,268	341,869
Females	126,509	130,084

(1)Preliminary subject to revision

(2)Includes 255 registrations reported by the Magdalen Islands local office.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 86, January issue.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

End of:	Total	Employed	Claimants
1964—March	4,373,000	3,775,700	597,300
February	4,340,000	3,732,900	607,100
January	4,337,000	3,738,400	598,600
1963—December	4,331,000	3,798,700	532,300
November	4,191,000	3,887,600	303,400
October	4,120,000	3,901,100	218,900
September	4,114,000	3,927,700	186,300
August	4,125,000	3,932,500	192,500
July	4,078,000	3,859,000	219,000
June	4,068,000	3,847,700	220,300
May	3,996,000	3,725,100	270,900
April	4,173,000	3,607,100	565,900
March	4,242,000	3,556,700	685,300

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, APRIL 30, 1964

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total claimants	
		1–4	5–13	14–26	27 or more*	March 31, 1964	April 30, 1963
Canada	497,745	140,020	158,649	161,846	37,230	597,250	565,928
Male	380,643	109,879	123,637	124,770	22,357	467,631	438,338
Female	117,102	30,141	35,012	37,076	14,873	129,619	127,590
Newfoundland	27,229	5,885	8,546	11,654	1,144	33,108	29,504
Male	25,120	5,591	7,853	10,880	796	30,893	28,006
Female	2,109	294	693	774	348	2,215	1,498
Prince Edward Island	4,624	767	1,015	2,702	140	6,640	4,948
Male	3,863	640	814	2,318	91	5,620	4,103
Female	761	127	201	384	49	1,020	845
Nova Scotia	32,109	7,230	8,936	13,997	1,946	40,324	34,394
Male	27,105	6,052	7,551	12,179	1,323	34,923	29,074
Female	5,004	1,178	1,385	1,818	623	5,401	5,320
New Brunswick	32,197	6,715	9,583	13,976	1,923	36,551	35,011
Male	27,073	6,000	8,491	11,438	1,144	30,384	29,636
Female	5,124	715	1,092	2,538	779	6,167	5,375
Quebec	158,861	43,338	56,275	46,854	12,394	187,461	180,591
Male	126,956	34,703	47,442	37,358	7,453	153,994	146,398
Female	31,905	8,635	8,833	9,496	4,941	33,467	34,193
Ontario	129,831	38,703	40,503	38,939	11,686	160,973	150,333
Male	87,131	27,108	27,295	26,010	6,718	113,417	104,079
Female	42,700	11,595	13,208	12,929	4,968	47,556	46,254
Manitoba	23,533	6,683	7,369	8,191	1,290	25,595	27,516
Male	18,226	5,101	5,600	6,672	853	19,272	20,982
Female	5,307	1,582	1,769	1,519	437	6,323	6,534
Saskatchewan	14,178	3,721	4,186	5,424	847	19,796	17,238
Male	10,884	2,980	3,130	4,334	440	16,092	13,460
Female	3,294	741	1,056	1,090	407	3,704	3,868
Alberta	29,502	11,148	8,681	7,956	1,717	33,344	32,009
Male	23,428	9,556	6,758	6,049	1,065	26,049	25,433
Female	6,074	1,592	1,923	1,907	652	7,295	6,576
British Columbia	45,681	15,830	13,555	12,153	4,143	53,458	54,294
Male	30,857	12,148	8,703	7,532	2,474	36,987	37,167
Female	14,824	3,682	4,852	4,621	1,669	16,471	17,127

*The bulk of the cases in this group were on claim from 27–39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE, APRIL 1964

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	6,316	5,315	1,001	6,447	5,670	777	1,908
Prince Edward Island	1,192	1,026	166	1,366	1,239	127	187
Nova Scotia	9,308	6,981	2,327	13,175	11,772	1,403	1,735
New Brunswick	9,619	7,318	2,301	10,997	9,839	1,158	1,892
Quebec	57,233	40,243	16,990	63,338	53,360	9,978	15,143
Ontario	48,783	34,730	14,053	56,117	45,624	10,493	12,172
Manitoba	7,636	5,727	1,909	7,854	6,690	1,164	1,372
Saskatchewan	4,641	3,905	736	5,589	4,713	876	924
Alberta	11,467	8,705	2,762	12,043	9,682	2,361	3,331
British Columbia (incl. Yukon Territory)	19,235	13,332	5,903	20,224	16,302	3,922	4,963
Total, Canada, April 1964	175,430	127,282	48,148	197,150	164,891	32,259	43,627
Total, Canada, March 1964	182,291	132,686	49,605	174,803	147,558	27,245	65,347
Total, Canada, April 1963	175,594	125,017	50,577	190,717	163,112	27,605	45,967

*In addition, revised claims received numbered 40,279

†In addition, 42,178 revised claims were disposed of. Of these, 3,908 were special requests not granted and 2,74 appeals by claimants. There were 8,487 revised claims pending at the end of the month.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, APRIL 1964

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Weeks Paid*	Amount of Benefit Paid $
Newfoundland	123,809	3,085,011
Prince Edward Island	25,742	578,609
Nova Scotia	140,040	3,157,407
New Brunswick	137,514	3,196,757
Quebec	685,639	17,204,815
Ontario	561,638	13,783,123
Manitoba	105,444	2,671,589
Saskatchewan	67,703	1,694,262
Alberta	118,682	3,023,085
British Columbia (including Yukon Territory)	165,840	4,188,114
Total, Canada, April 1964	2,132,051	52,582,772
Total, Canada, March 1964	2,151,052	53,550,598
Total, Canada, April 1963	2,328,024	57,583,100

*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949=100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year	126.5	121.1	131.4	109.9	138.4	150.2	141.7	114.0
1960—Year	128.0	122.2	132.7	110.9	140.3	154.5	144.3	115.8
1961—Year	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1963—June	132.8	129.7	136.0	116.0	140.3	162.7	149.3	117.8
July	133.5	132.5	135.9	115.7	140.7	162.6	148.8	118.2
August	133.9	133.2	136.3	115.9	141.0	162.8	148.8	118.1
September	133.4	131.3	136.5	116.1	141.1	162.7	149.1	118.1
October	133.6	130.4	136.6	118.3	141.2	163.8	150.5	118.1
November	134.0	130.8	136.9	118.7	141.2	164.8	151.0	118.5
December	134.2	131.4	137.0	118.9	140.6	165.4	151.4	118.5
1964—January	134.2	131.4	137.3	117.7	141.1	165.4	152.1	118.5
February	134.5	131.3	137.3	117.8	142.6	165.4	152.3	119.4
March	134.6	131.3	137.5	118.6	143.0	165.4	152.3	119.4
April	135.0	131.8	137.8	119.1	142.8	166.5	151.0	119.5
May	135.0	131.2	138.3	118.7	142.4	167.3	151.5	120.2
June	135.3	132.5	138.4	119.0	142.0	167.3	151.4	120.2

NOTE: 1959 and 1960 figures are 1947–48 weighted; figures for 1961 *et seq* are 1957 weighted.

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF MAY 1964

(1949=100)

—	All Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	May 1963	April 1964	May 1964							
(1)St. John's, Nfld.	119.3	120.3	121.0	116.8	115.9	114.1	121.7	164.3	148.5	108.8
Halifax	131.3	131.8	131.8	126.1	133.4	128.7	136.6	167.4	169.4	124.6
Saint John	133.3	134.3	134.4	131.8	133.1	126.4	141.8	187.0	153.8	124.5
Montreal	132.1	134.7	134.3	136.3	135.2	110.4	159.6	174.8	150.3	123.7
Ottawa	133.1	135.9	135.5	131.8	137.3	123.6	157.7	170.9	147.9	125.3
Toronto	134.2	136.6	136.4	129.0	140.6	124.8	140.8	164.7	188.2	123.2
Winnipeg	129.4	132.0	132.1	130.4	128.6	125.4	135.7	182.4	142.7	127.2
Saskatoon-Regina	127.8	129.3	129.3	128.3	127.5	131.5	135.1	147.9	146.8	119.9
Edmonton-Calgary	127.1	128.0	127.8	123.4	126.6	127.8	129.4	170.1	145.1	119.7
Vancouver	131.5	132.6	132.7	130.8	135.3	121.8	139.8	155.3	151.2	121.7

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1)St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 540, June issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1959-1964

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1959	201	216	95,120	2,226,890	0.19
1960	268	274	49,408	738,700	0.06
1961	272	287	97,959	1,335,080	0.11
1962	290	311	74,332	1,417,900	0.11
1963	318	332	83,428	917,140	0.07
1963 May	31	47	6,361	30,020	0.03
June	43	65	7,442	78,420	0.07
July	32	66	17,647	181,910	0.15
August	31	58	11,882	75,130	0.07
September	31	64	9,643	87,760	0.08
October	51	83	26,625	143,980	0.12
November	11	42	5,761	46,560	0.04
December	11	29	4,218	35,770	0.03
*1964 January	13	29	1,756	21,730	0.02
February	24	46	7,957	82,410	0.08
March	24	50	7,142	92,450	0.08
April	17	41	8,617	88,900	0.08
May	15	35	7,488	63,700	0.06

*Preliminary

TABLE G-2—STRIKES AND LOCKOUTS, MAY 1964, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry			
Mines	2	362	890
Manufacturing	22	5,160	43,580
Construction	5	176	1,430
Transpn. & utilities	1	393	8,700
Trade	3	47	440
Finance			
Service	1	35	110
Public administration	1	1 315	8,550
All industries	35	7,488	63,700

TABLE G-3—STRIKES AND LOCKOUTS, MAY 1964, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland			
Prince Edward Island			
Nova Scotia	1	334	330
New Brunswick	1	127	1,270
Quebec	6	526	7,680
Ontario	17	2,734	22,010
Manitoba	2	54	560
Saskatchewan			
Alberta	1	40	970
British Columbia	6	3,280	22,180
Federal	1	393	8,700
All jurisdictions	35	7,488	63,700

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MAY 1964

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			May	Accumulated		
MINES						
Mineral Fuels Acadia Coal (MacBean Mine), Thorburn, N.S.	Mine Workers Loc. 8672 (Ind.)	334	330	330	May 28 May 29	Interpretation of seniority clause in agreement~Return of workers; negotiations.
MANUFACTURING						
Clothing Fashion Craft, Victoriaville, Que.	Clothing Workers' Federation (CNTU)	266	5,320	11,530	Mar. 30	Lay-off of one employee~
Wood Geo. Burchill & Sons, South Nelson, N.B.	Woodworkers Loc. 2-306 (AFL-CIO/CLC)	127	1,270	5,080	Mar. 19 May 15	Union shop, dues check-off, promotional and lay-off policy~Agreed to union security, seniority in lay-offs, recall and promotions.
MacMillan, Bloedel & Powell River, Port Alberni, B.C.	Office Employees Loc. 15 (AFL-CIO/CLC)	1,887 (1,070)	12,120	12,120	May 19	Union certification, wages, fringe benefits~
Metal Fabricating American Standard Products, Toronto, Ont.	Potters Loc. 231 (AFL-CIO/CLC)	177	2,660	15,970	Jan. 16 May 25	Production standards, wages, fringe benefits~Some grades reclassified, 5¢ an hr. increase 1st-yr., 4¢ 2nd-yr., 6¢ 3rd-yr., $36. retroactive pay to Jan. 15, 1964.
Transportation Equipment American Motors, Brampton, Ont.	Auto Workers Loc. 1285 (AFL-CIO/CLC)	1,150	2,300	2,300	May 5 May 7	Discharge of 5 men for cause ~Return of workers pending further discussions.
Electrical Products Smith & Stone, Georgetown, Ont.	District 50 Loc. 14161 (Ind.)	522	9,400	14,280	Apr. 12 May 28	Wages~3% increase immediately, 3% after 10 months, 3% after 20 months, $40. retroactive pay.
Findlays Ltd., Carleton Place, Ont.	Moulders Loc. 362 (AFL-CIO/CLC)	209	1,670	1,670	May 15 May 28	Signing an existing collective agreement ~ Agreement signed when legality settled.
Wagner-Leland (Division of Sangamo Co. Ltd.), Guelph, Ont.	I. U. E. Loc. 508 (AFL-CIO/CLC)	329	2,960	2,960	May 16	Wages~
Chemical Products Union Carbide, Beauharnois, Que.	Steelworkers Loc. 5987 (AFL-CIO/CLC)	140	140	140	May 1 May 1	Adjustment in work schedule~Schedule arranged to satisfaction of parties concerned.
TRANSPN. & UTILITIES						
Transportation Nfld. Employers' Assoc., St. John's, Nfld.	Longshoremen's Protective Union (Ind.)	393	8,700	10,670	Apr. 24	Mechanization, number of workers in gangs, sling loads, moving workers from one job to another~
PUBLIC ADMINISTRATION						
Local Administration City of Vancouver, Vancouver, B.C.	Civic Employees' Union Outside Workers (Ind.)	1,315	8,550	17,940	Apr. 23 May 29	Wages~7¢ an hr. increase retroactive to Jan. 1, 1964, 3¢ July 1, 1964, 5¢ Jan. 1, 1965, 4¢ July 1, 1965; improved vacations.

Figures in parentheses indicate the number of workers indirectly affected.

H—Industrial Accidents

TABLE H-1—INDUSTRIAL FATALITIES IN CANADA BY TYPE OF ACCIDENT AND INDUSTRY, DURING THE FIRST QUARTER OF 1964

(Preliminary)

Type of Accident	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Transportation, Storage and Communication	Public Utilities	Trade	Finance, Insurance and Real Estate	Service	Unspecified	Total
Striking against or stepping on objects	....	....	....	....	2	....	1	....	....	....	....	....	3
Struck by:													
(a) tools, machinery, cranes, etc.	....	....	....	1	3	1	....	....	....	....	....	....	5
(b) moving vehicles	....	....	....	....	....	1	1	....	....	....	....	....	2
(c) other objects	2	23	....	9	13	8	1	....	1	....	1	....	58
Caught in, on or between machinery, vehicles, etc.	3	4	....	2	6	4	2	....	1	....	1	....	23
Collisions, derailments, wrecks, etc.	2	4	....	4	8	6	21	....	4	....	2	....	51
Falls and slips:													
(a) on same level	....	1	....	2	3	2	....	....	1	....	....	....	9
(b) to different levels	....	8	2	....	2	12	6	....	1	....	5	....	36
Conflagrations, temperature extremes and explosions	....	3	1	2	3	4	1	....	....	....	2	....	16
Inhalations, absorptions, asphyxiation and industrial diseases	....	....	1	12	6	....	1	....	....	....	3	....	23
Electric current	....	....	....	....	1	2	....	4	....	....	....	....	7
Over-exertion	1	....	....	1	....	....	....	....	1	....	1	....	4
Miscellaneous accidents	....	....	....	....	....	....	1	....	....	....	2	....	3
Total	8	43	4	33	47	40	35	4	9	....	17	....	240*

*Of this total 196 fatalities were reported by the various provincial Workmen's Compensation Boards and the Board of Transport Commissioners; details of the remaining 44 were obtained from other sources. The number of fatalities that occur during a quarter is usually greater than shown, as not all fatalities are reported in time for inclusion in the quarterly tables. Fatalities not recorded in the quarterly tables are included in the annual tables appearing in the May issue.

TABLE H-2—INDUSTRIAL FATALITIES IN CANADA BY INDUSTRY AND PROVINCE, DURING THE FIRST QUARTER OF 1964

(Preliminary)

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total
Agriculture	.....	.....	.....	1	.....	5	.....	1	.....	1	.....	8
Logging	.....	.....	.....	1	8	9	1	1	.....	23	.....	43
Fishing and Trapping	.....	.....	2	.....	.....	1	.....	.....	.....	1	.....	4
Mining and Quarrying	.....	.....	3	1	3	10	1	.....	6	9	.....	33
Manufacturing	.....	.....	.....	2	6	27	1	1	4	6	.....	47
Construction	2	.....	.....	1	11	11	3	3	5	4	.....	40
Transportation, Storage and Communication	2	.....	1	6	3	14	1	2	4	2	.....	35
Public Utilities	.....	.....	.....	.....	.....	2	.....	1	.....	1	.....	4
Trade	.....	.....	.....	.....	1	4	1	.....	1	2	.....	9
Finance, Insurance and Real Estate	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Service	.....	.....	.....	.....	4	4	.....	.....	3	6	.....	17
Unspecified	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Total	4	.....	6	12	36	87	8	9	23	55	.....	240

*See footnote to Table H-1.

Collective Bargaining Scene (*Continued from page 571*)

KIMBERLY-CLARK, TERRACE BAY, ONT.—PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC): 1-yr. agreement covering 500 empl.—general wage increase of 7¢ an hr. eff. May 1, 1964; additional adjustment of 4¢ an hr. for empl. in the engineering department eff. May 1, 1964; empl. who have left payroll must apply for retroactive pay by Aug. 31, 1964; severance pay of $40 per yr. of service for empl. with 5 yrs. of service who are terminated because of changes in equipment, processes or methods; monthly life insurance premiums reduced from 50¢ to 42¢ per $1,000; rate for labourer $2.07 an hr.; agreement to expire April 30, 1965.

LADIES CLOAK & SUIT MFRS. COUNCIL, MONTREAL, QUE.—LADIES' GARMENT WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 3,000 empl.—wage increases of $5 a wk. for cutters, 5% for pressers, lining makers, finishers and skirt makers, 7½% for operators, 10% on minimum rates, 10¢ an hr. for other hourly paid empl. eff. Aug. 10, 1964; Thanksgiving Day to be seventh paid holiday; agreement to expire June 30, 1967.

MANITOBA TELEPHONE—MAN. TELEPHONE ASSN. (IND.) (CLERICAL & MAINTENANCE EMPL.): 1-yr. agreement covering 1,400 empl.—general wage increase of 3½%; clerical staff to be paid time and one half (formerly straight time) for hrs. worked in excess of 38¾ hrs. a wk.; top rate for clerk I $53.35 a wk.; agreement to expire March 31, 1965.

MCINTYRE PORCUPINE MINES, SCHUMACHER, ONT.—STEELWORKERS (AFL-CIO/CLC): 1-yr. agreement covering 1,000 empl.—settlement pay of $25; general wage increase of 6½¢ an hr. eff. May 31, 1964; increase in life insurance from $1,500 to $3,000; weekly sickness and accident indemnity of $35 to be payable up to 26 wks. (formerly 13 wks.); rate for mine labourer $1.47 an hr.; agreement to expire May 31, 1965.

MONTREAL COTTONS, VALLEYFIELD, QUE.—UNITED TEXTILE WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 1,700 empl.—settlement pay of $55 from Feb. 9, 1964; wage increases of 9½¢ an hr. eff. June 1, 1964 and 5¢ an hr. eff. Feb. 9, 1965 for bonus empl.; wage increases of 13¢ an hr. eff. June 1, 1964 and 5¢ an hr. eff. Feb. 9, 1965 for hourly wkrs.; wage increases of 25¢ an hr. eff. June 1, 1964 and 5¢ an hr. eff. Feb. 9, 1965 for tradesmen; vacation pay to 4% of earnings after 5 yrs. of service and 5% after 10 yrs. (formerly 4% after 5 to 14 yrs. of service), 6% after 15 yrs. of service, 7% after 20 yrs. of service (formerly 6%) and 8% after 25 yrs. of service (formerly 7%); bereavement leave of 3 days for death of father-in-law, mother-in-law, brother and sister (formerly only parents, spouse and child); agreement to expire Feb. 8, 1966.

ONTARIO-MINNESOTA PAPER, FORT FRANCES & KENORA, ONT.—PAPERMAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & OTHERS: 1-yr. agreement covering 1,200 empl.—no general wage increase; amendments to Ontario-Minnesota Pension Plan eff. May 1, 1964 to April 30, 1969—no change in benefits for past service; annual future service benefit to be half total employee future contributions; such benefit, when combined with annual benefits under Canada Pension Plan, shall not be less than 2% of total earnings of participant during his entire period of future service; additional monthly benefits for employees retiring at or after normal retirement age from May 1, 1964 to Sept. 30, 1969: $20 upon retirement May 1, 1964 to Sept. 30, 1965; $16 upon retirement Oct. 1, 1965 to Sept. 30, 1966; $12 upon retirement Oct. 1, 1966 to Sept. 30, 1967; $8 upon retirement Oct. 1, 1967 to Sept. 30, 1968 and $4 upon retirement Oct. 1, 1968 to Sept. 30, 1969; employee future service contribution to the plan to be 4% of annual earnings, less contribution required for Canada Pension Plan; future service benefits and contributions under the plan to be negotiated if ratio of company to participant's contributions toward Canada Pension Plan becomes other than 1:1, or if employee contribution rate under Canada Pension Plan should exceed 2%; normal retirement to be at age 65 and mandatory at age 68; early retirement permitted at age 55 after 15 yrs. of service; future service benefits to be vested at age 45 after 10 yrs. of service; general agreement to expire April 30, 1965.

ROLLAND PAPER, MONT ROLLAND, ST. JEROME, QUE.—PAPERMAKERS (AFL-CIO/CLC) & PULP & PAPER MILL WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 650 empl.—general wage increases of 6¢ to 12¢ an hr. eff. May 1, 1964 and 5¢ to 11¢ an hr. eff. May 1, 1965; additional adjustments of 1¢ to 3¢ an hr. for 17 classifications; evening and night shift premiums increased to 8¢ and 13¢ respectively eff. May 1, 1964 (formerly 7¢ and 12¢) and to 9¢ and 14¢ respectively May 1, 1965; 2 wks. vacation after 3 yrs. of service (formerly after 5 yrs.); weekly indemnity increased from $45 to $50 for married male empl.; improved Blue Cross arrangement; life insurance increase to annual wage equivalent; agreement to expire April 30, 1966.

SPRUCE FALLS & KIMBERLY-CLARK, KAPUSKASING, ONT.—PAPERMAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & OTHERS: 1-yr. agreement covering 950 empl.—no general wage increase; adjustment of 6¢ and hr. for skilled trades eff. May 1, 1964; evening and night shift premiums increased to 11¢ and 14¢ respectively (formerly 9¢ and 12¢); 2 wks. vacation after 3 yrs. of service (formerly after 5 yrs.); provision for jury duty supplement; monthly company contributions toward P.S.I. plan increased; rate for machinist $3.03 an hr.; agreement to expire April 30, 1965.

TAMPER LIMITED, LACHINE, QUE.—IUE (AFL-CIO/CLC): 3-yr. agreement covering 550 empl.—general wage increases of 6¢ an hr. eff. May 1, 1964, 5¢ an hr. eff. May 1, 1965 and 5¢ an hr. eff. May 1, 1966; increment between labour grades to be increased eff. May 1, 1966; weekly indemnity increased to $50 and $60, depending on classification, payable up to 13 wks. (formerly $40); improvements in basic and major medical insurance plan; pay for 2 wks. vacation to be 5% of earnings after 8 yrs. of service (formerly after 10 yrs.); 3 wks. vacation and 6% vacation pay after 12 yrs. of service (formerly after 15 yrs.); rate for labourer after May 1, 1966 will be $1.54 an hr.; agreement to expire April 30, 1967.

UNITED AIRCRAFT, LONGUEUIL, QUE.—AUTO WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 2,000 empl.—wage increases ranging from 5¢ to 9¢ an hr. eff. June 23, 1964, 6¢ to 11¢ an hr. eff. June 23, 1965, and 6¢ to 11¢ an hr. eff. June 23, 1966; provisions for 40-hr. work wk. and 8 paid holidays; vacation plan providing for ½-day per mo. for empl. with less than 8 mos. of service, 1 wk. after 8 mos. of service, 2 wks. after 20 mos. of service and 3 wks. after 11¾ yrs. of service; rates for janitors, helpers and materials handlers will be $1.89 to $2.17 an hr. and for toolmakers $2.81 to $3.38 an hr. on June 23, 1966; agreement to expire June 24, 1967.